

2. Self-assessment report for the previous 4 years

2.1. Management structure of INCSMPS

Organizational structure

INCSMPS is registered in the Trade Registry, no. J/40/1900/1997 registration number R9254436, and at the State Office for Inventions and Trademarks, with trademark no 072369 of 18.11.2005. INCSMPS operates on basis of economic management and financial autonomy, calculates redemptions and conducts economic bookkeeping, operating in accordance with the provisions of the Government Ordinance no. 57/2002 on scientific research and technological development, approved with amendments and completions by the Law no. 324/2003, subsequently amended, as well as according to its Organization and Functioning Regulations, approved through Government Decision no. 1773 of 21 October 2004.

The organizational structure of INCSMPS, approved by the Minister of Labour and Social Solidarity (current: Ministry of Labour, Family and Social Protection - MMFPS) through the Order no. 588 of 12.11.2004 is presented in Annex no. 1. The functional unit of the Institute is the Department, led by the Head of Department. The departments are organized according to the main thematic areas of labour market and social protection, corresponding at the same time to the objectives of the MMFPS. These departments ensure the scientific - methodological and operational coordination of the research - development activities of the Institute, conducting also consultancy and training activities, while specializing the allocated human resources. For the specific RDI function, the research collectives are constituted in accordance with the thematic directions stipulated by the Organizing and Functioning Regulations of INCSMPS, and also with the RDI market requirements. It is thereby operationalized a flexible organizational structure, adequate to conducting activities according to the "management by objectives" and "project management", based on a flexible IT human resources management strategy - STIG. STIG strategy involves managing a database that contains information about professional skills, language, communication, etc., regarding all researchers of INCSMPS, information about the degree of allocation and work load of CDI staff with specific activities, annually and multiannual, within the current projects, and also information on the needs of efficient development of the projects from the Institute's annual and multiannual portfolio.

Board of Administration

The *Board of Administration* ensures the general management of INCSMPS. It consists of 7 members nominated by the central authority they represent, as follows: 2 representatives of the Ministry of Labour, Family and Social Protection - MMFPS, a representative of the Ministry of Finance - MFP, a representative of the National Authority for Scientific Research (NASR) –ANCS, two representatives of INCSMPS, appointed through order of the MMFPS, with ANCS approval, for a period of four years. The Board functions in accordance with the legal provisions, based on the Institute's Organization and Functioning Regulations, and also with the annual activity plan.

Scientific Council

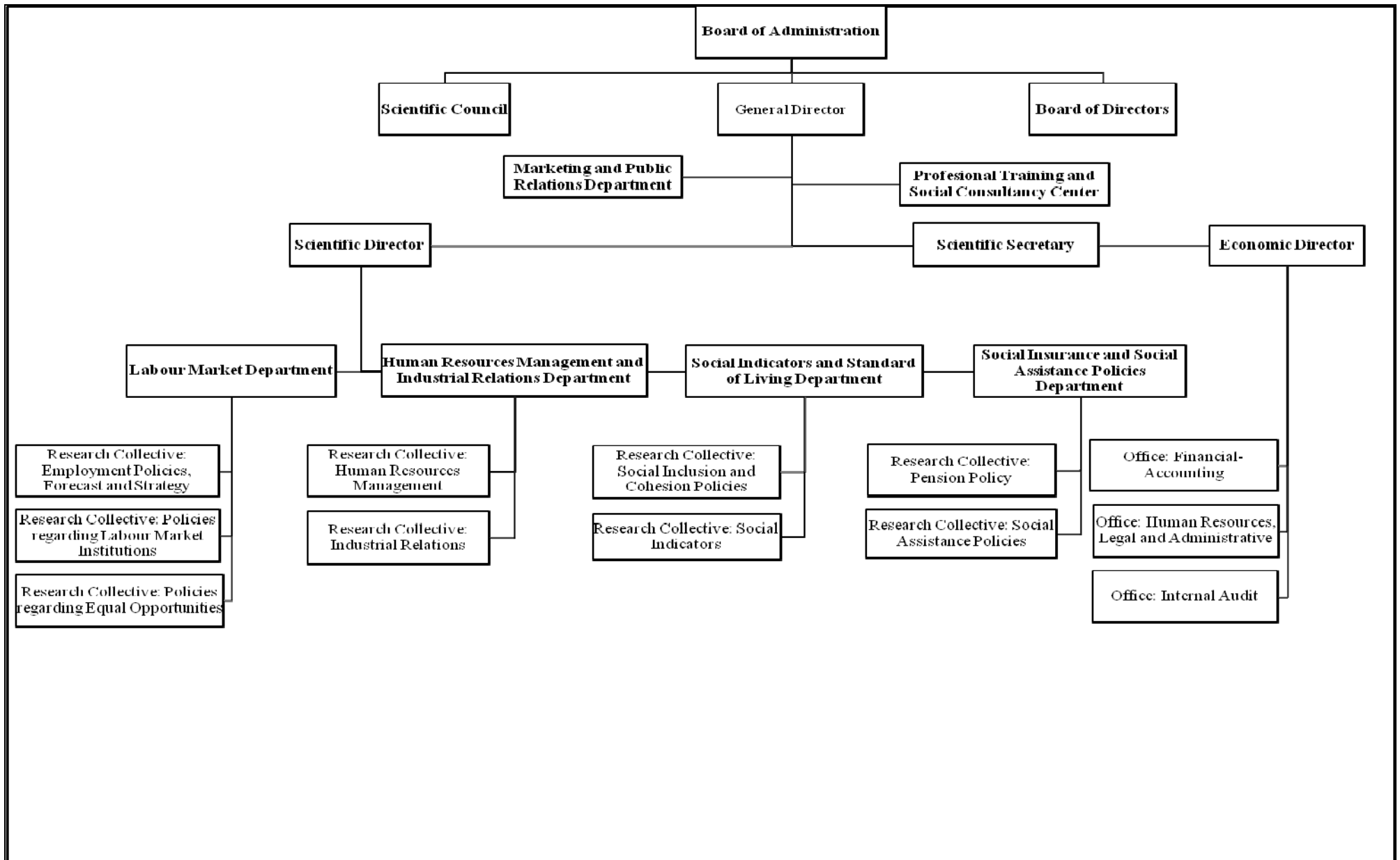
The *Scientific Council* ensures the scientific management of INCSMPS. It consists of 7 members elected by the Institute's researchers, for a period of 7 years.

Board of Directors

The *Board of Directors* ensures the operational management of INCSMPS. It consists of 9 members: INCSMPS's Directors, the Scientific Secretary, the Heads of Departments and one representative of the employees; it pursues its attributions within the limits of the competences proposed by the General Director, with the approval of the Board of Administration.

Administrative structure diagram of the institution

INCSMPS Organizational Chart (According to the Order no. 588/ 12.11.2004 of the Ministry of Labour, Social Solidarity and Family)



2.2. General activity report of the institution

2.2.1. Mission and Vision

The object of activity of the National Research Institute for Labor and Social Protection – INCSMPS is research in social and humanist sciences, with NACE code 7320. In accordance to article 3 in the GD no. 1305/1996 and 1773/21.10.2004, the institute's main object of activity is to „carry out surveys and research with theoretical-applicative character in fields of national interest regarding the human resources management, social development and social protection in Romania”. In order to achieve this, the institute is focusing on: strengthening of the scientific expertise and of the institute's excellence in the field of labor and social protection; transferring the results obtained by the institute to the beneficiaries; integrating the institute in research and development national and international networks, in order to support the research and development policy at national level.

2.2.2. Analysis of scientific work's main achievements

Following the recent policy developments in research, development and innovation (RDI) both at the national level (National RDI Strategy, 2007-2013) and at the European Union level (FP7), INCSMPS has built its scientific development strategy such that the key thematic areas of the institute are in concordance with their core thematic areas. In accordance with its mission, the thematic areas of the research plans are consistent with the major objectives of the development strategies drawn up at EU level (Lisbon and Europe 2020) which establish courses of action that need to encourage the research in finding innovative solutions for the current major problems on the labour market and social protection (unemployment, poverty, discrimination etc.).

The research activity of the institute is developed around eight thematic areas, supported by eight research groups:

1. Labour Market and Employment Policies;
2. Human Capital Development, Training and Lifelong Learning;
3. Dynamics of the Labour Market;
4. Equal Opportunities and Vulnerabilities on the Labour Market;
5. School-to-work Transitions and Labour Market Mobility;
6. Family Policies, Social Assistance and Social Insurances;
7. Social Indicators and Standard of Living; Poverty and Social Inclusion
8. Wage Policies, Industrial Relations and Corporate Social Responsibility;

Up to now, 108 research projects have been finalized and funded as follows: 23 projects funded under the program "Partnerships - National Plan for Research, Development and Innovation 2007-2013" (PNCDI), 17 projects funded from international sources (World Bank Romania, CEDEFOP, Warwick University, Leonardo da Vinci, DG Employment - European Commission, UNDP), 3 projects funded from internal sources (National Agency for Employment (ANOFM)), 10 projects financed from the European Social Fund (FSE-POSDRU), 1 project financed by the Ministry of Education, Research, Youth and Sport through the sectoral program, 7 projects funded through the Excellence Program, 2 projects financed by PHARE-EU and 22 in SOACT 2 Programmes (Increasing employment and social inclusion – an active and sustainable society 2006 – 2008) and 23 projects in SOACT 3 Programmes (Increasing employment and social inclusion – an active and sustainable society 2009-2011), part of NUCLEUS program coordinated by The National Authority for Scientific Research (NASR) at the demand of the beneficiary, the Ministry of Labour, Family and Social Protection.

These research projects have proved both the ability of INCSMPS's research teams to develop and implement complex methodological tools, interdisciplinary and innovative at the national

level, to produce impact studies and analysis and the potential to anticipate and develop new thematic areas, according to the main challenges and critical issues of Romanian and EU economy (population aging and labour market impact, sustainability of old-age insurance systems, migration, reduction of informal employment, increase of labour market flexibility, harmonization of social protection policies to poverty reduction and labour market efficiency).

Quantified outputs: 80 methodologies, 15 systems of indicators, 10 impact studies, 40 context analysis studies, 5 forecasts, 3 on-line training platforms, 3 training systems, 15 survey databases, 15 guides, 30 econometrics models.

The main issues for future research, for which the institute has expertise are: "Flexicurity" policies implementation, Estimation of undeclared work and the impact of informal economy, Projection of the labour market demand and correlation with labour supply in occupational and skills structure, Enterprise social responsibility, studies to support the decision of the Development of family policies in conjunction with demographic targets and as a support for social assistance policies, Labour market efficiency and Social protection systems optimization; Pro-poor growth and In work poverty.

In time, while working on the projects mentioned earlier, the researchers have gained expertise in the following thematic areas: Forecasting methodologies and foresight techniques, developed and applied in 7 projects, Methodologies and models to evaluate spatially correlated economic and social phenomena, developed and applied in 5 projects, Econophysics techniques applied on labour market, applied in 2 projects, Fundamental research using nonparametric techniques, applied in 7 projects, Comparative studies using benchmarking techniques, developed in 7 projects, Evaluation of social and economic phenomena using econometric and qualitative analyses, applied in 20 projects.

National and International Visibility

The publishing activity encountered a constant increase during the considered time period, even though the numbers of scientific articles published in journals with high relatively influence score is limited. This drawback is a weak point of socio-economic sciences in general as well, having relatively few international and none Romanian journal with high impact factor in labour economics and social policy by comparison with the technical fields. As was mentioned at the beginning, our mission is to provide scientific background studies on the Romanian economy and society in order to help at the development and surveillance of national policies and laws regarding the labour market and social protection. This poses considerable limits regarding the international journals where we can publish our work, due to the specificity of a great deal of our subjects. Still, we put a lot of effort in publishing books, organizing conferences, participating at international conferences, updating our web site, in order to make our results visible and nevertheless share the difficulties we encounter with the international community.

During the last 20 years, INCSMPS has managed to keep a part of the researchers that had been employed since the birth of the institute, but also to attract young people, 45% of the researchers being less than 30 years old. This good mixture of experienced researchers with young graduates boasted during the last five years the publication activity of articles and conference proceedings indexed in ISI Web of Knowledge.

Taking into account the legal regulations and accreditation methodology regarding the national research and development institutions (INCD) that were valid at the time of the development and implementation of the current strategy of the institute (2007 – 2012), the visibility indicators mentioned in the strategic plan were already exceeded by 150%:

1. Number of books and chapters in books published: 24 books and 42 chapters in books

2. Number of books and chapters in books published indexed in WorldCat: 3 books and 26 chapters in books
3. Number of articles, reviews, proceedings papers indexed in ISI Web of Science: 87
4. Numbers of articles published in national journals, accredited by the Executive Agency for Higher Education Research and Innovation Funding (UEFISCDI) (A, B+, B): 82
5. Numbers of articles, posters presented in international conferences: 105
6. Numbers of articles, posters presented in national conferences: 84

In order to increase its national and international scientific visibility and maintain a close relationships with its main stakeholders, INCSMPS has organized each year at least one international conference, held traditionally in Bucharest. The topics were oriented to major economic and social challenges for Romania and the EU, the goal being to generate debates and awareness of current and potential beneficiaries about the research opportunities and the need to solve these issues. These conferences have been also an opportunity for the researchers working at INCSMPS to present their work in progress.

Members in EU research structures and project evaluators in EU research programs:

INCSMPS has members in EU research structures and project evaluators in EU research programs, as follows: COST Committee – 1 member (Vasilica Ciucă), FP7 Programme Committee Social Science and Humanities (SSH), (2008 – up to date) – 1 member (Cătălin Ghinăraș) and 1 evaluator for FP7 Programme, Social Science and Humanities (SSH) domain (Daniela Pasnicu); METRIS I project and METRIS II project as country validator for Romania for the SSH domain – 1 member (Cristina Lincaru), 1 evaluator for Domain Committee “Individuals, Societies, Cultures and Health – ISCH”, COST 2010 – 2011 (Speranța Pîrciog).

2.2.3. Analysis of the technological transfer

a. Transfers as scientific services

The services transferred are results of the accumulated expertise from previous research studies on pension systems. The *Beneficiary* is the National House for Pensions and Other Social Insurance Rights. The products, subjects to transfer are: National operational database with the contribution record of the labour force throughout its active working life, in total over 6 million records; National database with information retrieved by scanning the work books for the entire active population of Romania; Technical assistance regarding the structure and maintenance of the database. The transfer duration was 6 years (2005 – 2010), staff involved: approx. 2200 persons and the funds collected by INCSMPS after the transfers represented on average 60% of the total turnover for each year.

b. Transfers as scientific products

Between 2010 – 2011 taking advantage of its accumulated expertise and knowledge capital in research, INCSMPS coordinated or got involved as partner in projects co-financed by the European Social Found Operational Programme Human Resources Development 2007 – 2013, being able to transfer a list of research methodologies and products to its main beneficiaries. Thus, the expertise related to the dynamics of the labour market and the forecast of employment evolutions had been transferred to the Ministry of Labour, Family and Social Protection and the *product* developed is the Romanian Employment Strategy for 2012 – 2020 and Analysis of the previous strategic stage. The *transfer duration* is 2 years (2011 – 2012), *staff involved*: 8 persons and *Funds collected*: 233 thousand Euros. Products regarding the anticipation of labour demand on short and medium term, as instruments to estimate the demand for skilled labour force in accordance with the requirements of the market were transferred to The Ministry of Education, Research, Youth and Sports. The *Products*

developed are: a methodology and projected labour demand in occupational structure for vocational and technical education graduates, up to 2020; a statistically representative database of 3800 firms on the characteristics of labour demand in occupational structure; 40 studies regarding the fundamental elements necessary to elaborate training plans for technical and vocational education at the country level; 7 methodologies and 7 prospective studies on the transition from school to work of the vocational and technical education graduates; 4 exhaustive statistic databases regarding the degree of labour market insertion of technical and vocational education graduates at 6 months and 1 year after graduation, for 7 counties. The *transfer duration is 3 years (2010 – 2013)*, *staff involved:* 20 persons and the *funds collected* represent about 50% from the institute's turnover for each year.

Products such as a labour market informational system had been transferred to the National Agency for Employment. *Products transferred are:* design the online work mediation service for the Romanian workers working abroad to return home; representative database on the labour characteristics for the Romanians that are working in Italy; methodology to determine the propensity to return home of the Romanian citizens working abroad. *Transfer duration: 8 months (March, 2011 – October, 2011)*, *Staff involved:* 6 persons and *Funds collected:* 140 thousand Euros.

INCSMPS participation at developing and implementing policies of The Ministry of Labour, Family and Social Protection (MMFPS)

Beside the work and specific results transferred to MMFPS, the researchers from INCSMPS have participated as experts and direct consultants in national committees and working groups of the ministry or government that developed background documents for new strategies, programs or analyse the progress of the current programs. INCSMPS is represented in the following working groups: National Commission on Population and Development of The United Nations Population Fund (UNFPA) – 1 member (Vasilica Ciuca); Governmental Commission on Combating Undeclared Work - 1 member (Vasilica Ciuca), National Commission on Gender Equality – 2 members (Cristina Mocanu, Speranta Pîrciog). Also, INCSMPS is represented in the operative structures such as: Technical working group of the Governmental Commission on Combating Undeclared Work - 1 member (Cătălin Ghinăru), working groups of MMFPS for evaluating the employment targets of Romania in the perspective of 2020, according to “Europe 2020” strategy – 2 members (Cristina Lincaru and Vasilica Ciucă); working group of MMFPS for developing the Romanian model of “flexicurity” – 1 member (Daniela Pasnicu), SYSDEM network of the European Employment Observatory (EEO) – 1 member (Cătălin Ghinăru); SkillsNet network of the CEDEFOP Center of the European Commission – 1 member (Cătălin Ghinăru).

The ability to attract funds from other sources than public R&D (by source of financing)

Year	2007	2008	2009	2010
Total revenues	100%	100%	100%	100%
1. Revenues from R&D, from which:	33,9%	56,9%	35,8%	45,8%
• “Nucleu” Program	28%	29,4%	52,4%	31,2%
• PNCDI Projects	67%	66,4%	40,6%	32,2%
• FSE-POSDRU Projects	-	-		34%
• International projects and business partners	5%	4,2%	7%	2,6%
2. Revenues from technological transfers	66%	46%	64,2%	54,2%
3. Financial revenues	0,1%	0,1%	0,01%	0,01%

During the considered period, there was registered a severe reduction (of 50%) of public R&D revenues, compensated by the revenues obtained from other research financing sources, through competition or tender.

2.2.4. The quality of human resources

The human resources policy of the institute is focused on the need to attract young professionals and on the careers development of the existing employees. As a result of the recruitment policy aimed to attract young staff, the average age of the research personal is 40 years old. During these years, INCSMPS has supported young researchers with financial and logistic resources to obtain a PhD title in its areas of interest. Consequently, in the reported period, 12 researchers gained their PhD title in labour economics or in the sociology of work. Also, according to the annual plans for professional training, INCSMPS has invested in its human capital by supporting employees participation at short courses conducted in the country or abroad, summer schools, etc.

2.2.5. Infrastructure quality and its exploitation level

For the socio-economic research field, there is specific material and infrastructure needed in order to develop the activity and obtain high level results, such as: databases, specialized software for econometric modelling and automated data processing equipment, hardware allowing for high volume data processing. The institute has permanent high-capacity internet infrastructure, its own server, operating simultaneously a number of websites, with one being its general presentation website and several tethers dedicated to the various projects undertaken currently.

INCSMPS disposes of an internal network with more than 50 workstations, all of them equipped with printers, scanners and other output devices. High data storage capability has been ensured and a data protection procedure is under construction. The institute has also assembled an electronic archive containing all of the researches and studies undertaken during the last years. Lately, INCSMPS invested in acquiring several data analysis software amongst which we can list: STATA, MATLAB, Eviews, SPSS, SAS, Oracle, also, the institute has capacity for small publications, newsletters, bulletins etc.

INCSMPS is certified as training provider under the Romanian law and has its own seminar and meetings capacity.

2.2.6. Management efficiency and the quality of the research environment

Although the basic administrative structure is the department, for specific projects, working groups across departments are formed.

INCSMPS has implemented a performance-based salary system. This includes a wage setting mechanism consistent with employees' motivation based on merit and performance. The variable part of the salary, which is determined by performance and contribution to the total added value of INCSMPS, represents 16,2% from the total wages. The base salary as well as the variable part is established taking into account the quantity and quality of work performed in the working group/department, management responsibilities and the quality of publications. Due to a an efficient financial management there had never been delays in the payment of wages, suppliers or delays exceeding the statutory minimum term imposed by the law of public procurement for purchasing materials and equipment necessary for the contracts.

For a more efficient project management, the accounting is organized per project, and each project has an administrative and financial responsible assigned.

INCSMPS has an ethics commission with an ethic code approved that proposes measures to avoid fraud and conflicts of interests.

“Labour Market and Employment Policies (LMEPT)” Team

1. Research subjects and scientific objectives for the team

Creating a competitive labour market, able to generate jobs, flexible enough to allow for a sustainable increase in salary incomes in line with productivity, leaving enough room for employers to innovate while ensuring that workers enjoy sufficient protection and coverage with the social partners playing an active role, including in the development of human resources and finally articulating a Public Employment Services responsive to the needs of market actors have been the major strands of Romania’s policies in the field for the last decade.

With the country’s accession into the EU, a special emphasis has been put in increasing flexibility, gearing salary movements more towards productivity and finally ensuring that EU structural and cohesion funds, especially the ones available from the EFS will be thoroughly used for the development of the country’s human resources especially at enterprise level.

Given the above, the **LMEPTs scientific objectives** have been thus articulated as follows:

- To generate and sustain a portfolio of research ideas and projects, wide enough, but also sufficiently robust and focused so as to support the main strands of policy making in the field of labour market and employment policies;
- To act on a continuing basis for the development and betterment of a coherent body of scientific instruments and tools capable of generating and sustaining the implementation of successful research projects;
- To multiply its efforts so as to ensure, mainly via publication but while not neglecting other possible routes, the dissemination of its research results thus increasing both its visibility as well as its ability to embark on new research endeavours;
- To diligently pursue a significant improvement of scientific prowess of its human resources;
- To make its contribution to the development of the Institute’s research infrastructure thus emboldening the pursuit of novel, ever-more higher scientific value-added projects.

Taking from that, the **Research subjects the LMEPT has focused** its efforts throughout the reference period have covered:

- Operation and Efficiency of the Romanian Labour Market;
- Policies of Flexicurity and Employability;
- Active Employment Policies and quality of Employment Services
- Studying Shadow Economy and contributing to the prevention and combat of Undeclared Work;
- Improving the methodological Apparatus in the field of Employment Policies and Labour Market Statistics.

2. Main achievements in 2007-2011 – quantitative and qualitative aspects

On the first major strand, researches have been aiming at exploring the novel concept of FLEXICURITY as first developed in the frame of the EU Lisbon Strategy, as a mix of specific techniques aimed at both fostering job creation and the continuing development of human resources at enterprise level but also at renewing and adapting to market change of social protection systems as well measures employed by the PES. It was bearing these in mind that the Institute conceived and implemented a series of research programs aimed at fostering the concept and making it embedded as a part and parcel of the Romanian Labour Market Strategy.

The starting point has been a 2nd National Research and Development project (2007 competition) -endeavoured as a partnership with the Academy of Economic Studies and the Romanian Academy-Institute of Economic Forecasting, and which resulted in a series of studies, methodologies and publications in the end managing to substantiate a Romanian-Pathway towards FLEXICURITY drawing its roots from the Lisbon Strategy at the moment but owing also a lot to the Romanian context of an emerging post-transition market economy. The Pathway towards FLEXICURITY as such elaborated has been disseminated to a host of decision-makers including via a series of seminars and workshops with international participation as well as via a series of indexed publications.

Aiming at transferring and further disseminating the Romanian experience in the field as well as the breadth of knowledge accumulated the team has also managed to contribute via one of its members acting also as national SYSDM correspondent in the frame of the DG-EMPLOYMENT European Employment Observatory, to one of the thematic reviews of this year, fully dedicated to European experiences and practices in terms of FLEXICURITY.

Also in terms of dissemination and transfer at European level innovative employment practices and policies, the team has also made via its SYSDM member a valuable contribution to each and every of the EEO-Review issues which starting from 2005 onwards has been dedicated to Innovative Employment Policies across Europe.

As the full wrath of the global crisis started to buffet the Romanian economy, so as has to research team started to gear its focus towards the best ways and means of employing such novel concepts to a worsening reality thus not only coming with theoretical developments but also trying to open avenues for structural reforms on the Romanian labour market. As such, the team has accessed as early as the end of 2008 a call for proposal of the ESF-Funded Operational Program “Human Resources Development” (SOP HRD) and in partnership with two private Romanian entities as well as with the Fondazione “Giacomo Brodolini” (IT) submitted a project on “The Response of the Romanian Labour Market to Crisis – Increasing enterprise flexibility and worker’s security-FLEICOVERY” effectively contracted at the end of 2009. While aiming at producing a full array of research on innovative ways and means of increasing flexibility in times of crisis while not jeopardizing worker’s rights in an excessive way and thus trying to keep a certain modicum of inclusion and social responsibility, the project effectively addresses the enterprise environment by targeting managers and trade union leaders in large Romanian enterprises and training them in means, ways and practices of flexible work arrangements. The project is in course and due to be finalized end of May 2011.

As part and parcel of the same initiative of contributing to the advancement of structural labour market reform one should also circumscribe the team’s researches into the realm of undeclared work and informal economy. Having as starting point a series of earlier researches by its members some of which have been summarized into the OECD-Development Centre working paper no.271/2008 (“Informal Employment in Romania”) as well as drawing heavily on the work done by Dr. Catalin Ghinararu in the frame of the pan-European study on “Methods for the Indirect Measurement of Undeclared Work”(2008-09) a specific project has been submitted by the team in 2008, in the frame of this year’s competition of the 2nd National Research and Development Plan. The project labelled HIDDEN (contract no.92109/2008) has aimed initially at assessing the dimensions of undeclared work in Romania, while subsequently delving into the effects of the flat-rate income tax regime, in place in RO since 2005, as well as on the effects of policies pursued with regard to the contribution rates for mandatory social protection schemes and the subsequent effect of those measures on UDW incidence in the country. As the crisis has unfolded however a new dynamics has been imposed on the project which brought its theoretical approach up to the forefront of Romania’s recent years’ realities. As the country had to conclude a Memorandum of Understanding (MoU) with the EU Commission, the IMF and the WB in early 2009, tackling the UDW became the first and foremost labour market conditionality. As such the team has embarked, jointly with experts from the Government’s general secretariat as well as with experts from other bodies concerned such as the Labour Inspection, the National Fiscal Administration Agency and others on the establishment and implementation of what is now the Integrated Mechanism for the Prevention and Combat of Undeclared Work, established via Government Decision in 2010 and boasting a Technical Working Group, where the Institute is represented by its Scientific Secretary (high-level expert representation), which under the aegis of a Inter-Ministerial Committee (the INCSMPS also represented at the level of its General Director) provides the Government with technical as well as institutional solutions so as to best tackle the issue, reduce its incidence and thus help both employment generation as well as a better collection of state revenues. The implementation of this particular institutional machinery, innovative in its way, has been greatly appreciated by the EU Commission and considered as best practice; as a result of it, in the frame of the second MoU-2011, the issue has no longer appeared as it was considered that Romania has now equipped itself with an autonomous capacity geared towards the prevention and combat of the UDW. In itself and apart from a variety of research products, amongst which one has to note a full Methodological Compendium on the measurement of Informal Economy

and UDW (published with the same strategic partner- the National Institute for Statistics), the active involvement of the research team in the construction of a institutional machinery, innovative in its way and aimed at tackling a structural issues of the labour market, with a medium-term vision, has to be accounted for as the most important achievement of the project as well as the most important contribution made by the research team itself to a major issue of interest at societal level.

Assisting and supporting the Romanian Ministry of Labour as well as the Romanian PES in building up their capacities and bettering their understanding of labour market functioning so as to facilitate innovation and improvement in the implementation of employment policies with a focus on active ones, has been endeavoured by the team in the frame of two more recent undertakings, financed via the same ESF-backed SOP HRD. The MEDIT initiative aims at creating a system whereby Romanian migrants working in Italy will enjoy access and explore opportunities on the Romanian labour market as part of a policy aiming at their eventual return to their country of origin. The EMPLO-NET initiative developed with the Ministry of Labour aims at networking its employment-specialized policy-making unit with other similar units in the EU, sharing good practices and finally building a new national employment strategy in line with EU 2020 Strategy as well as with Romania's derived commitments;

As part of its general drive towards building better instruments, techniques and methodologies for the understanding and in-depth analysis of the labour market and its specific evolutions in the context of an emerging post-transition market economy, the INCSMPS has also accessed the NUCLEU research program concentrating, as regard this research team on issues pertaining to:(1) impact analysis of labour market policies; (2) assessment of effects of changes in the system of unemployment benefit and employee protection; (3) the correlation between labour productivity , employment and growth; (4) models of job creation and job destruction; (5) mechanisms aimed at stimulating job generation by enterprises and not least (6) spatial analysis of the labour market with a focus on stimulating inter and intra-regional competition

3. Human resources

The team includes 2 scientific researchers 1st rank, PhDs in labour economics, with experience in coordinating projects and scientific expertise in labour economics, advanced statistical analysis and econometric modelling, 1 scientific researchers 2nd rank, PhD in labour economics with experience in coordinating projects and scientific expertise in labour economics, 6 scientific researchers 3rd rank, of which 2 PhDs in economics, 1 in philosophy and 1 PhD student, with expertise in analysis of the labour market and its specific evolutions in the context of an emerging post-transition market economy, 6 scientific researchers, including 2 PhDs in economics with experience in advanced statistical analysis and econometric modelling and labour market analysis, 1 research assistant, and 1 technician. In 2007-2011, 4 of the team members have completed the doctoral training in the team thematic area (Adriana Alexandru, Cristina Lincaru, Luise Mladen, and Monica Matei). Also, 2 of the team members have participated in summer schools in the econometric modelling and the use of advanced statistical tools.

„RESEARCHES ON HUMAN CAPITAL DEVELOPMENT, TRAINING AND LIFELONG LEARNING” Team

1. Research subjects and scientific objectives for the team

The specific scientific objectives for team’s domain of activity - research activities on human capital development, training and lifelong learning – are: evaluation of the impact of educational and training systems on labour market efficiency; evaluation of the techniques and methods of vocational training; improving the implementation of lifelong learning and increasing the participation to the educational and vocational training programmes and evaluation of the skills demands both nationally and on activities of the national economy, according to the needs of the labour market.

2. Main achievements in 2007-2011 – quantitative and qualitative aspects

In the period 2007-2011 the team undertook activities of research, dissemination and transfer of innovation and in the future we intend to continue these activities according to the development strategy of our Institute. The core of our activity was research projects in the frame of INCSMPS NUCLEU SOAC Programme and international projects in the frame of European Programme Leonardo da Vinci. Our team’s activity is characterized by continuity as we always take into consideration the results of our previous work and the actual stage of research, the national and international contexts, changes and innovation in our domain of activity. Thus, the main research projects developed or on going, by our team, in the last years, are: Forecast management techniques for human capital, Methods of evaluating the impact of lifelong learning on the increase of labour force employment, coordinated by Gabriela Tudose and project Forecast methodology regarding the lifelong learning need of human capital, coordinated by Liliana Grecu.

The international projects in the frame of Leonardo da Vinci programme were continuously developed since 2005, starting with a pilot project: Initiation and sustainable vocational training for disabled people (ECO-TRAINING) and continuing year by year, 2008-2010 transfer of innovation project: Personal Learning Environment for the Efficient Recruitment of People with Disabilities (PwD Employ) and partnership project: Cooperation for Innovative Training Methodologies Deployment in the European Labour Market (DEINTRA), 2009 – 2011: transfer of innovation project E-chance 2.0 for woman entrepreneurship, 2010 – 2012: transfer of innovation project European Rational Analysis of Vulnerable Enterprises (E-RACE+), 2011 – 2013: transfer of innovation project Telework for life-work reconciliation in EU (WOMEN - IN) and Grundtvig multilateral project Social games as innovative methodology for training adults key competences/ P4I – Playing for Interculturality.

In our research activity we intended to develop a valuable toolkit, based on a complex socio-economic approach, economical and sociological as well, for evaluation of educational and training processes (at macro and micro level) and their impact on the Romanian labour market and for the optimization of the human capital management. The complexity and interdisciplinary approach of the projects is given by the specific target group or planned products/results. Even all our projects have the same general topic; each of them has a specificity that requires a different approach and in the same times a different secondary team.

Another priority for our team is to be flexible, always connected to the new changes and challenges, in the present European and national context regarding human capital development and educational and training policy, in order to support the excellence in our research activity. The flexibility of scientific domain and interdisciplinary approach of our projects had a good impact on the quality of results: research studies, evaluation methodologies, learning methodologies, innovative training tools (e-learning platforms, personal learning environment). From our results we mention:

- Studies and innovative methodologies applied in human capital forecast management including a set of indicators and toolkit;
- The system of indicators for assessment of the training and lifelong learning impact on the labour market dynamic and employment policies;
- A complex map of competences and skills and jobs designed at enterprise level;
- A forecast management for human capital guideline applied at enterprise level;
- Recommendation for improvement of training and lifelong learning policy in order to improve the

chances of participants for their insertion on the labour market.

- Innovative training tools: e-learning platforms <http://www.pwdemploy.net/> and <http://www.e-chance2.eu/>

During the period under analysis the members of the team undertook diverse dissemination activities such as participation in national and international conferences with scientific papers (25), articles published in proceedings of conferences (10), reviews (3) and books (1).

Thus, we presented some of the most important articles published and presented in international and national conferences:

- **EDULEARN 09- International Conference on Education and New Learning Technologies**, Barcelona 6-8 July 2009, virtual participation of article: INNOVATIVE METHODOLOGIES IN LIFELONG LEARNING, Authors: V. Ciuca, C. Lincaru, L. Grecu, published on CD abstract ISBN 978-84-612-9801-3 and CD Proceedings ISBN 978-84-612-9802-0;
- **ICERI2010 International Conference of Education, Research and Innovation**, 15th-17th of November, 2010, Madrid, Spain, organising entity: IATED, virtual participation presenting article: "VOCATIONAL TRAINING IN ROMANIA AND THE TRAINING FIELDS VARIETY - STARTING POINT FOR A NEW METHODOLOGY OF A PROJECTION OF THE HUMAN CAPITAL DEVELOPMENT", Authors: V. Ciuca, C. Lincaru, L. Grecu, electronic publication / CD abstracts ISBN: 978-84-614-2438-2, CD proceedings ISBN: 978-84-614-2439-9.
- **ICERI2010 International Conference of Education, Research and Innovation**, 15th-17th of November, 2010, Madrid, Spain, organising entity: IATED, virtual participation presenting article: "ASPECTS OF THE WOMEN NEEDS ON THE USE OF WEB 2.0 TECHNOLOGIES REGARDING TO THE IMPROVEMENT OF THE ENTREPRENEURSHIP – CASE STUDY FOR ROMANIA", Authors: V. Ciuca, C. Mocanu, C. Lincaru, L. Grecu, electronic publication / CD abstracts ISBN: 978-84-614-2438-2, CD proceedings ISBN: 978-84-614-2439-9.
- **INTED2010. International Technology, Education and Development Conference, 8 – 10 March 2010**, virtual participation presenting article: PERSONAL LEARNING ENVIRONMENT FOR THE EFFICIENT RECRUITMENT OF PEOPLE WITH DISABILITIES, Authors: V. Ciucă, L. Grecu, C. Lincaru, electronic publication CD, ISBN: 978-84-613-5536-5
- **INTED2010. International Technology, Education and Development Conference, 8 – 10 March 2010**, virtual participation presenting article: IDENTIFICATION OF GOOD PRACTICES IN THE IMPLEMENTATION OF INNOVATIVE LEARNING METHODOLOGIES, Authors: C. Lincaru, V. Ciucă, L. Grecu, D. Atanasiu, C. Drăgoiu, electronic publication CD, ISBN: 978-84-613-5536-5
- **56th Congres of International Asociation of French-speaking Economists (AIELF)**, Târgoviște, Romania, 25-27 May, 2009, (Re)qualification, formation professionnelle continue et compétitivité des entreprises roumaines, Authors: Viorel Lefter, Gabriela Tudose, published in Les Annales de l'Université Valahia de Târgoviște, No. 26, section science économique, Târgoviște, 2009, pp. 65-67
- **National Symposium "Management workforce for a sustainable development**, 23-24 June 2009, Rasnov, National Training Center for ANOFM's staff. INNOVATIVE LEARNING METHODOLOGIES FOR A MODERN TRAINING - typological approach, Authors: dr. Vasilica Ciucă, dr. Cristina Lincaru, CPIII Liliana Grecu

As a result of our participation to the EDULEARN 09, we received an invitation from **US-China Education Review** for publishing the article "Identification of Good Practices in the Implementation of Innovative Learning Methodologies", Authors: C. Lincaru, V. Ciucă, L. Grecu, D. Atanasiu, C. Drăgoiu, Issue 2, Volume 5, 2011, pg 250-257, ISSN: 2074-1316. The Review is collected and indexed by the Library of U.S Congress, on whose official website (<http://catalog.loc.gov>) an on-line inquiry can be triggered with its publication number ISSN 1548-6613, database of EBSCO, Massachusetts, USA; ASSIA database and LLBA database of ProQue st.

Also we received an invitation to publish, in the inaugural issue of the **International Journal of Modern Manufacturing Technologies (IJMMT)**, January 2011, the article: 'Key skills development at firm level in regional perspective –case study for Romania', Authors: dr. Vasilica Ciuca, dr. Cristina Lincaru, dr. Gabriela Tudose, dr. Speranța Pîrciog, Liliana Grecu, and the article: Key skills development at firm level and at occupation level enrichment tendency – evidence from Romania, Authors: **Gabriela Tudose**, Vasilica Ciucă, Speranța Pîrciog, Cristina Lincaru, ISSN 0976-7612 The IJMMT is a new interdisciplinary journal, indexed in Journal of Economic Literature, EBSCO

database and ISI. It is a refereed peer-reviewed journal published both in print and online by the Mind Reader Publications, India.

As technological transfer (knowledge transfer) activity, members of our team participated as trainers providing for ANOFM (National Agency for Employment) staff, in frame of a training programme elaborated and implemented by INCSMPS „Training of trainers”, being responsible for the evaluation module.

In order to support the transfer of our research’s results and in this way reaching one of the general objectives of the Romanian research policy and of our Institute, even its mission, “technological transfer”, we organized events for dissemination of projects and their results. Each year we organize “INCSMPS Scientific Conference” with international participation, which is a very good opportunity to promote our research results through the scientific community. Also, we elaborated and spread dissemination materials for promoting the results/products of projects through potentially beneficiaries: persons from target groups and users, decision makers involved in the elaboration and/or implementation of policy in the field of human capital development, education and training.

3. Human resource

The members of the team are specialists from the Labour Market Department which year by year had a continuous scientific activity especially in the field of human capital development, training, evaluation of skills demands on the labour market, evaluation of the Romanian educational and training system. Using the expertise accumulated working in our team; our colleague Gabriela Tudose obtained, in 2011, an academic title PhD. The PhD thesis “Human resource management- a labour market perspective with specific focus on the convergence of competencies” had as fundamental objective to optimize the human resource management skills at labour market convergence. The main instrument, the main method by which the author aimed to achieve this goal has been to develop a methodology for an integrated forecasting skills (key) system at sectoral, regional and company level. The methodology includes the design and implementation stages for this system which is similar to the ones in place across Europe, allowing the communication between researchers, experts, policy makers through a transnational network.

The participation in the international projects support the development of networks at European level including researchers, experts, specialists in the fields such as management of human capital, vocational training, lifelong learning, innovative learning methods, from Spain, Italy, Portugal, UK, Bulgaria, Czech Republic, Poland, Latvia, Greece, Germany. Due to the specificity of each project as thematic and objectives that required an interdisciplinary approach, our main team is completed by a secondary one. Thus we have in our secondary team colleagues – specialists from Human Resources and Industrial Relations Department for developing of E-RACE+ project and for the future we will include in our secondary team colleagues from Social Insurance and Social Assistance Policies Department for the just started project WOMEN – IN.

4. Other significant aspects of our team scientific development

The results and expertise of our team’s members were valorised also in other projects developed by other research teams from INCSMPS, which included us in their secondary team. The mobility of the researchers between teams is facilitated by the transparency of the work and the continuous exchanges of ideas and information during the INCSMPS Annual Conference when each of us presents his work. Our team has a continuous concern about its scientific development, participating to diverse trainings related with our specific thematic and also on other complementary scientific fields (foreign languages, statistical processing of data). Thus we participated in: 2010- 2011, Macroeconomic Modelling Seminar, organized by the Institute of Economic Forecasting, organized by the Romanian Academy; 15 – 19 December 2008 – ArcGIS Desktop I-Introduction and ArcGIS Desktop II-Instruments and Functionality (System for Statistical Processing of Geographic Information); 10-16 January 2008, Certificate SPSS- Advanced analysis, training Centre ROMSYM; 01 April 2007 – 21 April 2008, Certificate of Completion of the English course Grade B, British Council.

We will continue to provide scientific background to all stakeholders regarding the human capital development, training and lifelong learning in order to multiply the educational and training options and to improve the decision, at individual, company and society level, to invest in this knowledge area for a sustainable labour market.

“LABOUR MARKET’S DYNAMICS” Team

1. Research subjects and scientific objectives for the team

The scientific objectives of the team, as resulted from the Institute’s Strategy of development for 2007-2012, have been: *assessing labour market’s past and current trends (with focus on labour force demand) and projecting future tendencies; measuring the impact of various socio-economic phenomena (such as ageing, globalization, development of knowledge economy, etc.) on the labour market dynamics and evaluating labour market structural changes.*

From the thematic point of view, *the research topics* are structured in **4 categories**, as follows:

1. estimation of labour force demand on short, medium and long term – including research projects for skill need assessment and forecast of employment future evolutions via econometric models – 5 projects;
2. evaluation of job creation and job destruction processes – 1 project;
3. analysis of factors influencing labour market’s dynamics in the conditions of globalization and global crisis’ challenges - 3 projects;
4. analysis of employment regional disparities, using advanced analytical techniques (e.g. spatial techniques) - 2 projects.

2. Main achievements in 2007-2011 – quantitative and qualitative aspects

The knowledge development has been achieved in the area of econometric modelling and scenarios elaboration with respect to labour market evolutions on medium and long term, firms’ survey for estimating short-term labour market trends, methods of spatial analysis and flows on the labour market. In 2007-2011, 13 projects have been commissioned (in competitions) and carried out by the team.

By developing methodologies for analysing the structure and dynamics of labour demand based on official statistics supplemented with information from firms’ surveys and from 105 occupational monographs (resulted from a project funded by World Bank in 2006, the beneficiary being the coordinator ministry - MMFPS), INCSMPS has permanently developed its methodological capacity for assessing labour demand dynamics in the occupational structure, at national and regional level.

The development and application of such advanced methodological tools aimed not only to expand the national and international knowledge heritage, but also to ensure an adequate information support to the employment and training policy promoted by MMFPS and MECI.

The main projects carried out by the team are:

- "Evaluating and forecasting the potential labour demand for graduates of higher education in occupational structure, in 2020 perspective, for developing appropriate policies on higher education" – aiming the correlative analysis of the demand for and the supply of labour with higher education, the forecast of the potential labour demand for the population with higher education, by 2020, and the creation of a monitoring mechanism for the dynamics of labour market for the segment with higher education, so that the structure of labour supply by education could be adequately shaped. The project is financed by the PNCDI-II program, sectorial projects; the beneficiary is the Ministry of Education, Research and Youth and runs from Oct. 2011 to Dec. 2012.
- "Employment and skill shortages projection on short and medium term" – project accomplished between 2005 and 2007 – aiming to develop methodologies for evaluating the skills demand via firms’ survey, methodologies for estimating skill shortages in 2007 and 2008, the construction of employment forecast models in regional and sectoral profile, using the ROA expertise and adapting it to the national informational system. The project was financed by PNCDI - 1, Excellence Research Program and had as beneficiary the Ministry of Labour. For its scientific results, the project gained the 1st place in the competition organized by ANCS/NASR in 2008 for the socio-economic and humanities research domain.
- “Consulting Services to conduct a survey regarding the workforce demand evaluation” – directly commissioned by the Ministry of Labour in 2008 and used by it in the Strategy for continuous

training 2008-2010. The project used and improved the methodologies for the evaluation of labour demand, which were elaborated through the project "Employment and skill shortages projection on short and medium term."

- "Projection of the Occupations' development in Romania, in the new economy framework", started in 2008 and ongoing; the project has as scientific objectives to elaborate forecasting models of the evolution of occupations in Romania and to formulate scenarios of the occupational structure for the workforce evolution. The project is financed by the programme PNCDI-II, Complex Projects and continues addressing the project "Employment and skill shortages projection on short and medium term". Although the project did not had a specific beneficiary, its results were transferred and developed in the project financed by the FSE-POS DRU / ESF-HRD "Correlation of the vocational and technical education training offer to labour market needs – Update of forecast studies", initiated in 2010 and ongoing, having as beneficiary the National Centre for the Development of Technical and Vocational Education, from the Ministry of Education, Research and Youth, and funded by the FSE/OI-CNDIPT / ESF/IB-CNDIPT. The results of this project are used to fundament the decisions regarding the local and regional plans of action of vocational and technical schools. The project is a continuation of some earlier cooperation (2000-2005) with the Centre for the Development of Technical and Vocational Education, in order to scientifically fundament the decision on the number of students in the VET.
- "Forecasting Skill Supply and Demand in Europe" – a Warwick University subcontract; participation with national expertise engaged with British university teachers and researchers, to develop the European model for forecasting demand and supply of labour; was initiated in Jan. 2009 and is ongoing. This project develops instruments created by the projects "Projection of the occupations' development in Romania, in the new economy framework" and "Consulting Services to conduct a survey regarding the workforce demand evaluation".
- "Developing and piloting an employer survey on skill needs in Europe" - subcontract with TNS Infratest - under a contract CEDEFOP funded; was developed between 2009 and 2011 and was aimed at presenting the methodologies used by Romania for the survey of employers on skill needs and providing scientific expertise in the development of investigative tools at European level.
- "The analysis of factors and macroeconomic dynamics of the knowledge-based economy, using econometric and data processing techniques" - was initiated in 2008 and is ongoing; has proposed as scientific objectives the development and implementation of the impact evaluation methodology of the employment and labour productivity dynamics on the economic development. The project is funded by PNCDI-II, the complex research programs part.
- "System to foresight the demographic changes and trends, the impact evaluation and rapid response to metropolitan areas" – project developed in 2007-2010, with scientific objectives of developing a methodology for estimating the demographic dynamics and the identification of its influence on employment, in the medium and long term; was funded in the frame of PNCDI-II.
- "Models and mechanisms to reduce regional disparities in Romania by developing the knowledge-based economy" – project developed between 2005 and 2007 and aimed to develop models for evaluation of regional disparities using advanced statistical analysis techniques and to identify factors which generate regional differences - especially in the field of employment and social policy and to propose a government action plan to reduce their influence. The project's beneficiary was the Ministry of Labour.

The team developed also 3 Projects financed from the research program Nucleu, which had as scientific objectives the knowledge of international experience in forecasting models of employment and the building and testing of a forecasting model of employment which meets the national specific statistical information.

The main results obtained by the projects were: MODELS AND METHODOLOGIES: Methodology for the evaluation of labour demand in the short term based on firms' survey data; model for forecasting of the workforce demand in the medium and long term, using different econometric techniques (adapting a recursive model, proposed by foreign experts on a panel of countries, to the Romanian conditions and data, and then applying panel type models) and Methodology to evaluate the need of training for graduates of vocational and technical education, the impact evaluation methodology of employment and labour productivity dynamics on the economic development;

FORECASTING, ANALYSES, EVALUATIONS: Forecasts of workforce demand in the short term, based on investigation of the management of companies with over 10 employees; Forecasts of employment by economic activities and occupational profile; Forecasts of labour force demand for medium and long term, at the regional level, in the occupational structure; Training needs evaluation for technical and vocational education; Study of evaluation of the demographic dynamics influence on the medium and long term employment.

The transfer of products (methodologies and results of models and scenarios of evolution) *and research studies* - their application was useful to the makers of labour market policies (evaluation and forecasts of labour demand) and of education policy (evaluation of the offer-demand relationship and projections of training needs in conjunction with labour force demand). Thus, the results of forecasting in the short, medium and long term have been transferred to the coordinating ministry -MMSSF as direct beneficiary of 9 projects (1 project funded by World Bank loan, 4 projects from the Research Program of Excellence and 4 projects from the NUCLEU program, the objective 1 - "The growth and structural improvement of employment") and to the Ministry of Education, Research and Youth (1 project; funded by the FSE / ESF through OI-AMPOSDRU / MASOPHRD IB).

The dissemination of scientific results has been achieved through several channels:

- books publications in Romanian publishing houses (2 books and 2 book chapters published in Romanian publishing houses);
- publications in scientific reviews, with international visibility - 8 articles;
- participation in international conferences - presentations at 8 international conferences and 2 posters at the European Employment Week events and with a show-case presentation at the same event;
- participation in expert working groups within the partnership OECD and CEDEFOP (European Centre for Development of Vocational Training) - in 2008: Experts' Workshop, Employer's survey as a tool for identification of skill needs, Case study: Romania, 22-23 May 2008, Paris, France, CEDEFOP and in 2009: Experts' Workshop, Employers' surveys on skills needs: feasibility work, 7-8 May 2009, Milan, Italy, interventions in the methodology debate;
- by the network REFERNET Networking, where INCSMPS is the consortium leader for the National Access Point Refernet (see: www.refernet.ro).

3. Human resource

The team includes three scientific researchers 1st rank, all PhDs in labour economics, with experience in coordinating projects and scientific expertise in labour economics, advanced statistical analysis and econometric modelling (V. Ciuca, S. Pirciog, C. Ghinǎraru), 4 scientific researchers 3rd rank, of which 2 PhDs in economics, 1 in sociology and 1 PhD student, with expertise in spatial statistical analysis, econometric modelling and methodologies of firms' survey (C. Lincaru, E. Militaru, C. Mocanu, A. Zamfir), 6 scientific researchers, including 4 PhDs in economics and 2 enrolled in doctoral training program in economics, with experience in advanced statistical analysis and econometric modelling (M. Andreica, D. Vasilescu, A. Cristescu, L. Aparaschivei, M. Matei, A. Davidescu) and 1 research assistant, master student in economics (C. Gheorghe). In 2007-2011, 3 of the team members have completed the doctoral training in the team thematic area (C. Lincaru, A. Zamfir and A. Cristescu) and 1 of them is attending the doctoral training. Also, 4 of the team members have participated in summer schools in econometric modelling and the use of advanced statistical tools.

“EQUAL OPPORTUNITIES AND LABOUR MARKET VULNERABILITIES” Team

1. Research subjects and scientific objectives of the team

Through its ongoing activity, the “Equal Opportunities and Labour Market Vulnerabilities” team aims, on one hand, to advance the labour market research on most recent gender-sensitive issues, and, on the other hand, to contribute, as much as possible, to the mainstreaming of gender dimension in the research activity of other teams of the Institute. By our research endeavour, we pursue to contribute to the academic advancements in the field apace with supporting with our findings the activity/programs/policies of national and local authorities, as well as of the social partners.

Both the research topics and the methodological approach of the “Equal Opportunities and Labour Market Vulnerabilities” reflect the newest approaches in the field: groups are no longer considered homogeneous, but, instead of it, they are considered heterogeneous and at the intersection of some dimensions we could easily find disadvantages, discouraging, discrimination and lack of access to opportunities.

Our research achievements begin with gender-sensitive issues and gender mainstreaming. But the activity carried out by the team under the 2007 “European Year of Equal Opportunities for All” gave us the opportunity to substantiate our activity on most narrow “target groups”, placed on the intersection of several dimensions: gender, ethnicity and social status. Moreover, the core of our activity refers mostly to equal opportunities on the labour market, but we also address the links between equal opportunities, disparities and disadvantages met in other spheres of the socio-economic life, such as access to public goods and services.

The activities developed during the last four years asked for skills in sociology, economy and political sciences, the teams’ activity increasing constantly its interdisciplinary dimension.

2. Main Achievements 2007 – 2011 – quantitative and qualitative aspects

The activity of the team evolved along *three strands*:

(1) First research strand addresses **equal opportunities on the labour market**. The research targeted both equal opportunities on the labour market (with respect to access on the labour market, as well as with respect to professional advancement and wages), as well as auditing diversity. The study of this topic started long ago, during the '90s, when Gabriela Predosanu Ph.D., one of the core senior researchers of the team, participated as Romanian representative in the process of Action Platform Beijing and then in the elaboration of the Law on Equal Opportunities 202/2002. The projects implemented in the reported period on equal opportunities are as follows: Models and techniques for assessment of equal opportunity and access (coordinated by Gabriela Predosanu Ph.D.), Gender Roles and Stereotypes on the Labour Market (coordinated by Cristina Mocanu), Coordinates for Improving the Legal Framework on Equal Opportunities (coordinated by Codruta Dragoiu) under NUCLEU Research programs and Equal Opportunities – premise for a sustainable development. System of assessing and promoting diversity in Romanian organizations, projects under 2008 competition of Partnership Call of National Plan for Research, Development and Innovation, project that it is still ongoing.

Studies under this research strand, as it can also be seen in the above mentioned projects, addressed both legal and institutional aspects of the legal opportunities issues, as well as mentalities, by investigating believes, prejudices and stereotypes. Methodologies were developed, hypotheses were tested and the most important findings were disseminated via national and international events and publications.

Main publications of the findings are as follows: (article) Codruța Drăgoiu, Magdalena Velciu, *Diverse and Educated workforce – requirement in the recovery context*, Annals of Spiru Haret University, Economic Series, Volume 1(10), issue 2, 2010; (article) Codruța Drăgoiu, Magdalena Velciu, *Diverse and trained workforce - a necessity in the context of future economic recovery*, Annals of Spiru Haret University Economics series, vol. 1, 2, p. 91, 2010; (chapter in book) Mocanu, Cristina, Zamfir, Ana-Maria, *Roles and gender stereotypes on the labour market* in Equality of chances, BCS Printing House, 2010, 978-973-86780-3-3; (chapter in book) Mocanu, Cristina, Zamfir,

Ana-Maria, *Gender in(equality) on the Romanian labour market* in Equality of chances, BCS Printing House, 2009, 978-973-86780-1-9. Another objective was to assure the transfer of the research findings to different stakeholders. Thus, most important pathway to transfer knowledge to interested authorities is the National Commission for Equal Opportunities between men and women (CONES), where Speranta Pirciog Ph.D. and Cristina Mocanu are members. The meetings of the CONES are an excellent opportunity to transfer knowledge on equal opportunities and to contribute to the developments of the strategy in the field.

(2) Second strand addresses **vulnerabilities and intersectionality**. Most recent advancements in the field focus on additional disadvantages that could be met at the intersection of different dimensions. Thus, there are some groups for which disadvantages are practically cumulated. We are usually talking about the vulnerable position of women, youth, old persons, persons from rural area, etc. on the labour market, but more rare it is said about being a young person in rural areas or a young female on the labour market, or even a young Roma women on the labour market and what are the experiences at the intersection of more than one dimension of vulnerability. Thus, as a new field of research is developing at international level, we are following also this path, namely intersectionality. Practically we started the study on this issues with Multiple Discrimination in Romania, that was carried out in 2007 under the European Year for Equal Opportunities (and it will be extensively discussed under the following strand) where we have identified some groups and sub-groups with an increasing risk of disadvantages such as: roma women, poor women, women with low level of education. Then, projects developed under this strand aimed to deepen the knowledge on the particular experience of disadvantage of these groups placed at the intersection of some dimensions leading to vulnerability.

One of the most important topics extensively developed under this project was that of Roma women participation on the labour market and ways to empower them in their attempt to improve their position in the social and economic life. Under this issue we have aimed to improve the image of Roma women both at the level of public authorities and trade unions, addressing practically the less common image of Roma women – that of employees contributing to social and economic life and their specific problems on the labour market. Together with an NGO active in the field of Roma issues, namely “Impreuna” Agency, we have tried to identify those mechanisms aiming at improving the position of Roma women on the labour market. Our research endeavour practically started in 2008 when Cristina Mocanu and Ana Maria Zamfir were involved in a project of “Impreuna” Agency, namely *Trade Unions at the intersection of gender and ethnicity*. One of the most important publications of the team was developed under this project, the book *Trade Unions at the Intersection of Gender and Ethnicity*, AMM printing House, 2009, 978-973-8973-18-3. Also, the findings of the study were disseminated via participations to the International Conference “Two Decades of Scholarship: Romani Studies in Romania”, Cluj Napoca, 2009, with the paper *Roma Women Employees and Trade Unions Mirroring each other*, as well as to the Symposium “Empowering Women belonging to ethnic minorities in trade unions” held by Commission for Equal Opportunities of the Deputy Chamber, Romanian Parliament, September 2009. Under this symposium Cristina Mocanu, Ana Maria Zamfir and Carmen Gheorghe were invited to a make a presentation of the study mentioned above. Also, in 2010 Cristina Mocanu, Ana Maria Zamfir and Carmen Gheorghe presented a paper on *Being a Roma Women Employee: The experience of the second labour market* in the 2010 XVII ISA World Congress of Sociology. Thus were developed the backgrounds for the current project under implementation: *Empowering Roma Women on the Labour Market*, which it is still ongoing and it is carried on in partnership with Ministry of Labour and National Confederation of Free Trade Unions CNSLR Fratia (one of the representative confederations of Romania). The project is coordinated by “Impreuna” Agency and gathers in its implementation team valuable experts in the field of discrimination and equal opportunities. Under this project, The Institute was responsible for carrying on a study on roma women participation and representation on the labour market, study that was finalised with the book *Roma Women on the labour market: interests, unions’ representation and participation*, AMM Printing House, 2011, 978-973-8973-33-6. Under the same project, the Institute was responsible with delivering a training course on participative and mobilizing management to 80 leaders from Ministry of Labour and its local bodies, trade unions and NGOs, thus being again met the objective of transferring the knowledge to all the interested parts. Currently, in the same project are

developed a guide for trade unions on how they can meet the needs of women belonging to vulnerable groups and a strategy that will be submitted to the Ministry of Labour.

Another issue developed under this strand was that of socio-economic inequality and disadvantages on the labour market. By linking the phenomena of circulatory migration with labour market disadvantages and economic inequalities, we have identified another group of persons invisible to public policies: the migrants. Most of those from rural areas and small cities are leaving the country for a job, not for a better job. The lack of economic opportunities in rural areas and small urban are leading to vulnerability, undeclared work and circulatory migration. These migrants are living Romania from vulnerable positions on the labour market (subsistence agriculture, daily workers, long term unemployed, inactive persons) to activate in the second segment of the labour market from the destination countries and then they are coming back to the same vulnerable positions in Romania. These migrants are practically entrapped between the vulnerabilities of societies from Romania and destination countries and associated discrimination and disadvantages. The projects implemented under this strand are: Inequalities beyond migration. The impact of migration for work on the household welfare, social inequalities and participation on the labour market (coordinated by Gabriela Predosanu and still ongoing) and Reducing the inequalities as an essential prerequisite for social and economic cohesion. Contributing to the Quality of European Integration (that was ended in 2010 and it was coordinated by Speranta Pirciog). One of the most valuable publications of the team is represented by Zamfir, Ana-Maria, Mocanu, Cristina, Militaru, Eva and Pirciog, Speranta, *Impact of remittances on income inequalities in Romania* in Globalization and transformation of social inequality, Routledge Printing House, 2010, 978-0-415-87482-3 (that it is currently in 132 international libraries).

(3) The last but not least strand of our team refers to **discrimination on the labour market**. Under this strand themes like discrimination on the labour market, links between different types of discrimination, disadvantage and discouraging, and wage discrimination were approached. The most important projects implemented under this strand are Multiple Discrimination in Romania in 2007 for the former National Agency for Equal Opportunities that was finalised with a study and a book with the same name (Cristina Mocanu coord. , *Multiple Discrimination in Romania*, Agora, 978-973-8295-74-2), Discrimination, Discourage and Disadvantage of the labour market. Implications on utilization and development of the human capital in Romania (finalized in 2010) and Methodology for investigating the gender wage gap (coordinated by Speranta Pirciog Ph.D. under the NUCLEU research program). Also, another article indexed B+ was published, namely Zamfir, Ana-Maria, Mocanu, Cristina *Discrimination regarding the access to public goods and services in Romania* in Economy, Integration. Efficiency. Tomorrow's Romania Foundation, 978-973-163-230-8. On the issues of wage inequalities, the following article, indexed under ISI proceedings was published in 2011: Lincaru, Pirciog , Dragoiu , G. Predoşanu, L. Mladen, B. Chiriac, Gender differences in gross worker flows', Management of Technological Changes, Book 2, Democritus University of Thrace, Greece, ISBN: 978-960-99486-3-0.

As said at the beginning of the presentation, the team members were sometimes involved in projects implemented by the other teams of the institute, their contribution being that of mainstreaming the gender and sometimes even the ethnic dimensions in the projects undertaken. The outputs of this gender mainstreaming approach are evidenced by the articles addressing gender dimension of the specific issues of other teams of the Institute, and the list of publication is the best proof of it.

3. Human resources

Due to the employed methods and research topics, the team uses a mix of knowledge and skills, most of them from the field of sociology, economy and political sciences. Studies mentioned above are being carried out by a dedicated team consisting in seven experts (4.25 full time equivalents): two sociologists, one legal adviser, three economists and one person licensed in philology. Two members of the team have a Ph.D., one in economy (with the doctoral thesis on gender and labour market) and another one in sociology (with a doctoral thesis on social prestige). Also, the team consists in two researchers with Ph.D. programs ongoing, both in economy, but one of them with a doctoral thesis theme on gender issues. The team leader, Cristina Mocanu holds a bachelor degree in sociology and an MA program in gender studies, currently being in a doctoral program on political sciences.

“SCHOOL-TO-WORK TRANSITION AND MOBILITY ON THE LABOUR MARKET” Team

1. Research subjects and scientific objectives for the team

Through its activity, the “School-to-work transition and mobility on the labour market” team aims to advance the understanding of the relationship between education and labour market. In fact, the research activity of this team pursues two complementary objectives: to contribute to the academic advancements in the field and to support national authorities within the policy making process. Both the research topics and the methodological approach of the “School-to-work transition and mobility on the labour market” team are based on the emerging life course perspective which refers to the study of individual’s life history while taking into account the economical, institutional and cultural contexts. Understanding transition to and participation on the labour market as sequences of events and roles that individuals enact over time, the employment experiences of youth and adults are better explained in relation with institutions and structural factors which shape them. From this perspective, the entrance and participation on the labour market are seen as continuous processes that are experienced through the life. This approach encompasses tools and knowledge from sociology, economy and demography that makes the activity of “school-to-work transition and mobility on the labour market” team highly multidisciplinary. More concrete, the activity of the “School-to-work transition and mobility on the labour market” team evolved along three research lines:

- (1) Transition from school to work
- (2) Migration for employment abroad
- (3) Career and occupational mobility

2. Main achievements in 2007 - 2011 – quantitative and qualitative aspects

Main activities and achievements of the “School-to-work transition and mobility on the labour market” team are as follows:

- (1) First and main interest of the team refers to **the transition from education to the world of work**. The research activity studied both the characteristics and stages of school-to-work transition, as well as economic and institutional factors influencing and shaping it. The study of this topic started by implementing one research project funded by the national research program PNCDI in between 2007 and 2010 on the determinants of labour market entrance of higher education graduates. In this context, the team developed a methodological approach based on retrospective data collection and by carrying out a large survey among graduates from three cohorts the project built a unique data set with their employment experiences during the first years after leaving higher education. Important findings concerning the speed of transition and quality of first employment were obtained. Also, special attention was given to job mismatch incidence and to the gender dimension of the topic. Within other nationally funded research projects, the team studied the way knowledge and skills acquired in education are used on the labour market, with focus on the ICT related ones. Results were largely disseminated via presentations in national and international scientific events, such as „Young People and Transition from School to the World of Work” conference organised by Institute for Educational Sciences of the Ministry of Education. *Besides the tested and validated methodology based on the retrospective data collection, most important achievements include 7 ISI indexed articles as follows:*
 - 1) Pirciog, Speranta; Lungu, Eliza Olivia and Mocanu, Cristina, 2010, „*Education-Job Match among Romanian University Graduates. A Gender Approach*” in Munteanu, V. et al. (eds.) Recent Advances in Mathematics and Computers in Business, Economics, Biology and Chemistry - Proceedings of the 11th WSEAS International Conference on Mathematics and Computers in Business and Economics, pg. 205-210;
 - 2) Stroe, Cristina; Popescu, Silvia; Militaru, Eva; Radu, Daniela and Neacșu, Monica, 2010, „*Pilot study on the role of postgraduate studies in the transition from school to work*”, in Rusu, C. (ed.), Quality Management in Higher Education, Proceedings of the 6th International Seminar on the Quality Management in Higher Education, pg. 501;
 - 3) Daniela Radu, Mihaela Mureșan, Cristina Stroe, Silvia Popescu, Alexandru Climescu, 2010, „*The construction of the graduate student’s professional status and his integration on the labor market –*

coordinates of the higher education process' quality" in Rusu, C. (ed.) Quality Management in Higher Education, Proceedings of the 6th International Seminar on the Quality Management in Higher Education, vol.II, pg. 227;

4) Militaru, Eva; Stroe, Cristina; Popescu, Silvia; Radu, Daniela and Neacșu, Monica, 2010, "The innovation in the university research and the development of graduated students' competencies for the integration on labor market" in Rusu, C. (ed.) Quality Management in Higher Education, Proceedings of the 6th International Seminar on the Quality Management in Higher Education, vol.II, pg. 531;

5) Popescu, Silvia; Stroe, Cristina; Militaru, Eva, 2010, „A benchmarking exercise using the Nordic Model of higher education, the powerhouse to a successful transition to the knowledge economy" in Rusu, C. (ed.) Quality Management in Higher Education, Proceedings of the 6th International Seminar on the Quality Management in Higher Education, vol.II, pg. 215;

6) Daniela Radu, Cecilia Tohăneanu, Mihaela Mureșan, Alexandru Climescu, Cristina Stroe, Silvia Cojanu, 2010, "Evaluation of internal regulations within an institution of higher education, in order to increase the quality of the educational act" in Rusu, C. (ed.) Quality Management in Higher Education, Proceedings of the 6th International Seminar on the Quality Management in Higher Education, vol. II, pg. 223;

7) Silvia Popescu, Cristina Stroe, Eva Militaru, 2010, "Assessment of the quality of educational services in higher education through the survey of students' perceptions", in Rusu, C. (ed.) Quality Management in Higher Education, Proceedings of the 6th International Seminar on the Quality Management in Higher Education, vol. II, pg. 211.

Also, the research results were presented in the chapter dedicated to Romania's educational system of a prestigious international publication: Mocanu, Cristina, 2008, "Romania" in Kogan, I. and Noelke, C. (eds.) Europe Enlarged: a handbook of education, labour and welfare regimes in central and eastern Europe, Bristol: The Policy Press.

Building upon the experience gained in 2008 by one of its experts who had the opportunity to analyse the school-to-work transition ECHP data during a study visit, the team extended its research horizon by accessing the European research infrastructure, namely the REFLEX and HUGESCO data sets (a large-scale European school leavers survey coordinated by ROA, Maastricht University) in order to undertake cross-country studies on school-to-work transition of graduates with higher education. The team's initiative aimed to assess both characteristics of transition in post-communist countries, as well as individual, economic and institutional factors influencing it. Most important findings, including the effects of social capital, economic context and the employment protection legislation on the speed and quality of transition were presented at two international conferences this year: „Youth unemployment and joblessness: causes, consequences, responses" International Conference organized by Universidad Nacional Autonoma Mexico and Adapt – Centro Studi Marco Biagi and ICEF-2011 Istanbul Conference of Economics and Finance, Fatih University. Now, the cross-country study is submitted to the peer review process for publication in "Adapt Labour Studies Book Series" at Cambridge & Scholars Publishing.

On the other hand, regarding the above stated objective of supporting national authorities in the policy making process, in 2007 and 2008, most experts of the team were actively involved in couple of Phare projects implemented by the Ministry of Education that aimed to develop and pilot a national methodology for monitoring vocational school-to-work transition via school leavers' survey at county level. Since 2009, on the ground of its research know-how, the team has been implementing seven projects (one finalised and six on-going) funded by ESF for assessing the school-to-work transition of graduates with vocational education, on the base of the above mentioned methodology. Within these projects, the team has been responsible for processing county survey data and reports elaboration. County Educational Authorities are the projects beneficiaries as they use the obtained results for substantiating their local policy for vocational education. *For this matter, main achievements of the team are 24 reports/working papers submitted (so far) to the educational authorities from 13 counties that represent a direct and valuable transfer of the team's research results to the policy makers.* Moreover, findings of the reports/working papers were disseminated via 10 seminars with local and regional stakeholders and beneficiaries. Also, the team transfers its know-how to the national authorities by implementing an ESF funded project on the school-to-work transition of graduates with higher education. The project has the Ministry of Education as beneficiary and develops a national mechanism for monitoring the labour market entrance of graduates, at university level.

(2) **Migration for employment abroad** is the second research line of the “School-to-work transition and mobility on the labour market” team. After the dissolution of the communist regime, Romania experienced the new and emerging phenomenon of international migration. Moreover, in the last years, share of young migrants has been increasing. In this context, permanent or circulatory migration for employment became career models for many Romanians. Benefiting for national funds in 2007-2010, the team developed a household based survey methodology for studying flows and profiles of the Romanian migrants and their working experiences abroad. The team was especially preoccupied to study quality of employment, job mobility and incidence of job mismatch for Romanian migrants, effects of migration on family life, intentions for return migration and future prospects on domestic labour market. The results of the “School-to-work transition and mobility on the labour market” team are unique and very valuable for understanding Romanians’ careers abroad and how migration has impacted their professional and personal life. Most important findings were presented at the National Employment Observatory of the Ministry of Labour in 2007 and disseminated at other national and international scientific events or via several articles and chapters in books such as Predosanu G., Zamfir, A. M., Militaru E. and Mocanu C., 2011, „*Econometric modelling of return migration intentions*”, in Mastorakis, Nikos et al. (eds.) *Recent Researches in Applied Mathematics, Simulation and Modelling - Proceedings of the 5th International Conference on Applied Mathematics, Simulation, Modelling*, pg.187.

(3) **Career and occupational mobility** is the third and newest research interest of the “School-to-work transition and mobility on the labour market” team. Extending the theme of transition to the world of work, the team started to study the career patterns of Romanians, especially in the first years after entering the labour market. The team’s experts employ an innovative method for the field of occupational mobility, namely the network analysis in order to identify patterns of mobility in between occupations and, subsequently, communities of occupations. Due to the interdisciplinary character of this approach, the obtained results were presented at several international and national conferences, out of which two in the field of econophysics: International Conference on Statistical Physics and 16th Annual Workshop on Economic Heterogeneous Interacting Agents. The results were included in the study “Patterns in the occupational mobility network of the higher education graduates” which is in course of publication by the “Journal of Economic Interaction and Coordination” (Springer).

3. Human resources

Within this framework, studies are being carried out by a dedicated team consisting in eighteen experts: two 1st rank researchers, one 2nd rank researcher, eight 3rd rank researchers and seven junior researchers, out of which 4 PhDs in sociology and 4 PhDs in economy. Due to the employed methods and research topics, the team uses a mix of knowledge, especially from the field of sociology and economy that helps it to employ the life course approach. The team leader, Ana-Maria Zamfir holds a PhD degree in sociology while her PhD thesis focused on occupational prestige and career choice among Romanian youth. Eliza Lungu is a junior researcher within this team and PhD Candidate in Economy. She elaborates her PhD thesis in the field of econophysics as she participated to three summer schools approaching this topic in 2010 and 2011. Moreover, in 2008, Cristina Lincaru participated to CEPS/INSTEAD visiting researchers programme and studied the school-to-work transition by using internationally comparable longitudinal survey data and tools. Her research results are presented in: Lincaru Cristina, Predosanu Gabriela, Brinza Raluca-Catrinel, 2008, “*Process of transition from school-to-work: generator for the initial stage of path dependence in career development*”, Current Social Science Research Report--Sociology #94, IRISS, Working Papers no. 2008-13. Also, the team benefits of the knowledge of Cristina Mocanu on gender issues. Now, the expertise of the team is highly capitalised as Ana-Maria Zamfir, Cristina Mocanu, Eva Militaru, Aniela Matei, Bertha Sănduleasa and Mihaela Ghenta coordinate the Institute’s activity within seven on-going EFS funded projects on monitoring school-to-work transition that have national and county educational authorities as beneficiaries.

“FAMILY POLICIES, SOCIAL ASSISTANCE AND SOCIAL INSURANCES” Team

1. Research subjects and scientific objectives for the team

This research team, guided in its development by the Institute's R & D Strategy 2007–2011, has developed scientific research projects focused on:

- *Family policy issues;*
- *Reconciliation between work and family life;*
- *Social protection of children;*
- *Social protection of elderly and social insurances.*

A specialized team of researchers dedicated to these research topics has been developed with scientific results in:

- *Development of research methodologies* (for impact assessment of family policy on family quality of life, assessment of efficiency and effectiveness of child protection measures, quality assessment of social services for elderly, the impact of pensions system, assessing the impact of changing work patterns on family life);
- *Dissemination, publishing and networking in the field;*
- *Technical assistance for the Ministry of Labour, Family and Social Protection- Family Policies, Inclusion and Social Assistance Department, as well as for the National House of Public Pensions.*

2. The main achievements in 2007-2011 – quantitative and qualitative aspects

Between 2007 and 2011 this team has implemented **two major projects** financed by the *National Authority of Scientific Research through the Partnership in Priority Areas Programme, PNCDI II*, **five projects** from the *Nucleu Programme*, **one PHARE project** in partnership with non-governmental partners and international organisations and **one training program** for The National House of Pensions. With the scientific support from other researchers from the Institute, other **two scientific projects** were implemented in the same period. The scientific expertise of team members supported the coordinating entity of the institute, namely the Ministry of Labour, Family and Social Protection. Research team members attended the meetings of the Coordination Council for Promotion and Protection of Child Rights, coordinator: National Authority for Child Protection, 03.27.2009 (Themes in debate were: the draft law on day-care services for children, 03.27.2009 and the monitoring report on child rights in Romania, 11.03.2009). Also, they were involved in the legal redefinition of the Social Assistance Act. The scientific support provided to the coordinator ministry is a constant activity of the department which includes the research team (previously, one researcher participated in drafting the Law 19/2000 on pensions and other social insurance rights, Social Assistance Law 47/2006).

(1) Assisting and supporting the Romanian Ministry Of Labour, Family And Social Protection - Family Policies, Inclusion And Social Assistance Department in building up their capacities and bettering their understanding of **family policies** has been achieved by the team in the frame of two more recent undertakings, financed via PNCDI II. The most recent project, contract number 92/087 *Single Parent Family, Economical Insecurity and Governmental Policy. Assessment Methodology of Single Parent Family Quality of Life from Romania*, 2008-2011, was coordinated by INCSMPS and developed in partnership with *National Centre for Training in Statistics, Academy of Economic Studies Bucharest and University of Bucharest – Faculty of Sociology and Social Assistance*. Over the course of three years and in spite of some major setbacks with respect to its initial financial claims, the INCSMPS team has generated a number of research outputs amongst which are worthwhile mentioning: the study “*Single Parent Families Quality of Life in Romania*” submitted to the Ministry of Labour, Family and Social Protection in September, 2011 (registration number MMFPS-DGAS 2253/27.09.2011), two articles published in journals with impact factor (*The impact of governmental programmes for family protection. Case study on single-parent family*, published in Review of Research and Social Intervention, the first Romanian journal selected for coverage in Social Sciences Citation Index – the 2010 impact factor for Review of Research and Social Intervention is 0.789, according to the Thomson Reuters Journal Citation Reports; *Consumption of Public Childcare And Educational Services: An End User Perspective*, published in The Amfiteatru Economic Journal, covered in the following ISI Thomson Reuters Services (Impact factor: 0.320) Social Sciences Citation Index®, Social Scisearch®/Journal Citation Reports/Social Sciences Edition). Project results were disseminated within a one-day workshop organised by INCSMPS on 26.09.2011 which was

attended by representatives of the Ministry of Labour, Family and Social Protection, representatives from General Directorates of Social Assistance and Child Protection from Districts 1, 3, 4, 5 and 6 of Bucharest, representatives of NGOs from Bucharest with interests in the field. INCSMPS team results were presented in two international conferences indexed to Scientific & Technical Proceedings®, and in other three international conferences indexed in international databases. Moreover, the project coordinator, INCSMPS, extended the research network by registering the Institute as participant in FAMILYPLATFORM, a research platform related to family issues and funded under the EU's Seventh Framework Programme. The second project, Contract number 91/039, *Methodology of Measuring the Impact of Family Policies on the Behaviour and on the Evolution of the Family Structures at Regional and National Level*, 2007-2010, was coordinated by INCSMPS and developed in partnership with *Academy of Economic Studies Bucharest, University Babes Bolyai - Sociology and Social Assistance Faculty, Institute of National Economy, National Centre for Training in Statistics*. The general objective of the project was to elaborate a methodology in order to evaluate the specific and the global impact (on short and on long time) of the present family policies' objectives on the behaviour and on the evolution of the families' structures, both at regional and at national level. Part of the project results were presented in the article *Quality Assessment of the Public Social Services*, published in *The Amfiteatru Economic Journal* (Impact factor:0.320) Project results were delivered to the Ministry of Labour, Family and Social Protection, General Department of Social Assistance. On the same research topics are to be mentioned the results of the Nucleu Programme regarding the *Analytical Evaluation on Effectiveness of Family Policy Programs* (completed in 2008) also delivered to the Ministry of Labour, Family and Social Protection, General Department of Social Assistance.

(2) Within the department, a specific research theme has outlined in the context of new approaches regarding family policy: **the reconciliation between work and family life**. Two projects from Nucleu Programme developed and tested qualitative and quantitative methodologies for assessing the role of family policies in order to ensure a balance between work and family life of women in Romania. Part of the studies has been delivered to the Ministry of Labour, Family and Social Protection. The results were also presented in two international conferences.

(3) **Social protection of children** has been an important research topic. In 2008 research team members have participated in the project PHARE/2006/018-147.04.02 The Integration on the Labour Market of Youth over 18 Coming from the Child Protection System. Applicant: Serviciul Apel Association. Partners: *Meridiana Italy, Romanian-American University, National Scientific Research Institute for Labour and Social Protection, Italian Chamber of Commerce for Romania Association*. Research team members have conducted semi-structured interviews with key respondents from institutions with responsibilities in the field and developed, as a result of qualitative and quantitative analysis, the study „*Investigating the transition to work of child protection system beneficiaries*”, November 2008. The project aimed to continue the development of the research team interests started in 2005 on the issue of institutionalized children (three members of the research team participated in developing the study that led to grounding the Governmental Social and Professional Integration Strategy for the Youth Leaving the Child Protection System). The research theme was thorough and extended within a national project from the Nucleu Programme that had the theme Public Policy Regarding Protection of Children in Need whose results were presented in international conference.

(4) In 2007, members of the research team participated in development of a full methodological compendium on SOCIAL PROTECTION INDICATORS, published in co-operation with the *National Institute for Statistics of Romania* and the *Academy of Economic Studies Bucharest*, with the financial support of the World Bank and of the UNDP-Romania. A large part of the compendium (more than 30%) is dedicated to the **pension schemes**, as a part of the Old Age function as well as a part of the Disability and Survivor functions in accordance with the ESPROSS methodological approach. The initiative has been further developed by the NIS (National Institute for Statistics) which ever since 2008 is regularly publishing social protection statistics using the methodological approach pioneered by the jointly produced compendium (the compendium was published and launched at the end of 2007, ISBN 978-973-86064-8-7). Both the theoretical accumulations as well as the practical experience derived from the close and continuous cooperation with the National House of Pensions in the process of pension reform as well as with the Ministry of Labour, Family and Social Protection have led the Institute to the conceiving of a new research project, this time in the frame of the PNCDI II, labelled *Assessing the Impact of Introducing the Mandatory and the Non-mandatory Privately*

Administrated Pension Pillars on Households Welfare in Romania (PENSABUN) and aimed at researching the impact of the introduction of the privately administrated pension pillar on the welfare of Romanian households (Contract number 91/065). One of its most valuable transfers which contributed to the ILO-CEET regional policy study was „*Pension Reform in Central and Eastern Europe; The Crisis and Beyond*” due for publication by the same ILO-CETET by the end of this year (2011). A particular type of cross-insemination deriving its substance from the Institute’s strategic approach aimed at supporting and promoting pension reform in Romania as an on-going, strategic development project for the Romanian society, PENSABUN through its direct outputs as well as through its various transfers has cross-inseminated during its implementation with the Institute’s direct involvement (through a service provision contract concluded at the end of 2010) in the public pension recalculation operation, performed for the National House of Public Pensions. For the same institution, two members of the research team with expertise in communication and public opinion techniques developed in 2007 the training course *Communication in Public Institutions*, which was attended by specialized personnel from the departments of communication and public relations within the National /County House of Public Pensions.

3. Human resources

This research team is an *interdisciplinary team*, identified within the Social Assistance and Social Insurances Department. Average age of team members is 41.7 years. For research topics related to pensions issue, the scientific secretary of the institute, a researcher with extensive scientific experience in social insurance field, worked as a member in the secondary team.

The core research team is actually composed of four researchers: 1 scientific researcher 1st degree, **Nicolina RACOCEANU, social policies specialist**, with extensive scientific experience as an expert in social insurance and social assistance policies. She coordinated projects in many national and international programmes and had a lot of participations in national and international conferences. Research interests: *social insurances, family policies, social services*; 3 scientific researchers 3rd degree with the following educational and research background: **Mihaela GHENȚA, Economist**, PhD. Candidate in Economy - Business Administration. She has experience in *methods and techniques of socio-economic research and in methods and tools for impact evaluation* in social assistances policies and labour market fields. Research interests: *social services, social assistances, labour market issues (especially for disadvantaged people), elderly issues*. PhD thesis name: POSSIBILITIES FOR IMPROVING THE QUALITY AND THE EFFICIENCY OF SOCIAL SERVICES IN ROMANIA, IN THE CONTEXT OF THE GLOBALIZATION. Training course: ArcGIS Desktop I: Introduction and ArcGIS Desktop II: Tools and Functionality, December 2008; **Bertha SÂNDULEASA, Sociologist**, with a PhD in *Sociology* (started in 2007 and completed in 2010) and a Master’s Degree in *Communication and Public Opinion*. She has experience in *methods and techniques of social research* (quantitative and qualitative) and *in methods and tools for impact evaluation* in family policies and labour market fields. Research interests: *gender issues, child protection, social protection, labour market issues, social services, demographic issues*. PhD thesis name: GENDER (IN)EQUALITY ON LABOUR MARKET IN ROMANIA- a sociological approach on attitude towards women's participation on labour market. Training course: SPSS (Statistical Package for the Social Sciences) - Advanced statistical analysis, January 2008; **Aniela MATEI, Sociologist**, Head of Social Assistance and Social Insurances Department, with a PhD in *Sociology* (started in 2007 and completed in 2010) and a Master’s Degree in *Communication and Public Opinion*. She has experience in *methods and techniques of social research* (quantitative and qualitative) and *in methods and tools for impact evaluation* in family policies and labour market fields. Research interests: *family friendly policies, reconciliation between work and family life, childcare services, labour market issues*. PhD thesis name: CONSEQUENCES OF WOMEN EMPLOYMENT ON FAMILY FUNCTIONS. WAYS TO APPROACH FAMILY POLICIES IN ROMANIA. Training course: SPSS (Statistical Package for the Social Sciences) - Advanced statistical analysis, January 2008. Mr. Cătălin Ghinararu, Scientific Secretary of the Institute and scientific researcher 1st degree, Economist, with a PhD in Economy, Management Faculty (started in 1993 and completed in 1997) acts as member in the secondary team. He was Coordinator of the Ministry of Labour, Social Solidarity and Family and National Pension House Program for the creation of the national contribution period data base for the public (DB-1st pillar) pension system (Jan.2006 to 2010).

“SOCIAL INCLUSION, POVERTY AND SOCIAL COHESION” Team

1. Research subjects and scientific objectives for the team

The team's objectives have to be connected to the general and specific objectives of the institute because the team's strategy has to be an integrating part of the global strategy of the institute and to reflect its needs and interests.

- ❖ Study of the social phenomena: poverty, inequalities, marginalization and social exclusion
- ❖ Anti-poverty policies: policies developed in order to reduce poverty and to increase social inclusion
- ❖ Poverty reduction policies indicators: policy, evaluation, monitoring and impact evaluation indicators
- ❖ Methodology for the normative evaluation of the minimum decent standard of living
- ❖ Methodologies for policies' impact evaluation and for social programs designed to reduce poverty
- ❖ Evaluation and monitoring for policies/social programs for reducing poverty
- ❖ Other abilities: training courses, trainers in our field, etc.

2. The main achievements in 2007-2011 – quantitative and qualitative aspects

Although this report points only to the last 5 years activities, the flow of the team's research and the results we obtained since this institute was founded (1990) were visible in the actions of implementing and developing policies in the social field, results that were important both for the institute's image and for the Ministry of Labour and Social Protection.

Panel with the main papers:

(1) **Starting points: *The minimum standard of living in the normative dimension.*** One of the remarkable papers, a **high degree of novelty** one at the beginning of the institute's activity was the *Normative Evaluation of the minimum living standard*, where a brand new **methodology** for the minimum standard of living in the normative alternative was designed and where we obtained thresholds for a decent standard of living and for a subsistence standard of living. These results were acknowledged and used by the Government and ministries in the elaboration and foundation of some decisions regarding social policy. The results of the project have been highly **disseminated**.

(2) **Starting points: *Ex-ante evaluation of the impact of the law on guaranteed minimum income on poverty reduction***

Another **benchmark paper** was the Ex-ante evaluation of the impact of the guaranteed minimum income law on poverty reduction, another study with **high degree of novelty** in this field, a project that generated other research projects, and widened the area for researches through the designed methodology (ex-ante evaluation for anticipating the impact of law, before being it in effect). Subsequently, post-evaluation was done, after the law being in effect, and the post and ex-ante differences were not significant. The year when this research was conducted is less important, what matters is the methodology we designed and which helped us estimate the real number of potential beneficiaries, the budgetary effort and the degree of poverty reduction.

-Part of the Action Plan of the Anti-poverty and the promotion of social inclusion Commission CASPIS, within the pale of Domain 2. Evaluating social policies: impact on poverty;

- Study with high degree of novelty in this domain that offered an inherent methodology, absolutely new, for anticipating the impact a law could have before its implementation

-Project that generated other projects and that led to the development of the research direction.

❖ **Basis for policies foundation in this domain, regarding the decision factors (MMFPS):**

*Improving the Anti-Poverty and the Promotion of Social Inclusion National Plan; *Consulting of the Law on guaranteed minimum income on poverty reduction (the number of the law's potential beneficiaries and the estimation of the budgetary effort); *Consulting of the Law regarding the prevention and reduction of social marginalization (project proposal regarding the methodological norms for the last chapters and improvement of the methodological norms for the other sections of the law); *Studies regarding definitions, conceptual circumscriptions of poverty, marginalization and social exclusion; under-privileged categories; *Data regarding the situation for the opportunity of the amendment of the conditions for the endowment and the quantum of the financial assistance for child rearing; *Data regarding the entire social assistance domain – beneficiaries and the sums they receive; *Documentation regarding other subjects of interest, like the Social responsibility for enterprises, etc.; *Estimating the marginalization income (estimating the level of the monthly income per person until

which a person could be considered marginalized from a social point of view); *Proposal for a social research in order to identify the socially marginalized persons/families etc.; *Consulting of the law project regarding the completion and modification of the Law on guaranteed minimum income, etc. (improvements on different sections of the law); *Proposal for a normative act (Government decision) regarding the implementation norms of the provisions of the Law regarding the prevention and alleviation of social marginalization – material for accessions; *Foundation for the decisions regarding policies in this field (guaranteed minimum income, marginalization, poverty).

❖ ***Project that generated other projects in this line of research:***

The project was a **methodological basis** that generated other projects, and developed the line of research in the frame of that social program and of other related social programs, a basis for evaluating a couple of social programs – national projects and international projects coordinated by this team's members, as project managers, but also in partnerships, with prestigious national and international entities.

Another concern of this team was to study the disadvantaged/ vulnerable groups and, through this, the interdisciplinary and the continuous pursuit for the development of this field can be underlined.

Projects:

(3)The main evaluation elements of the degree of social integration/participation of the disabled persons, 2005-2008

Results: studies, methodologies, research models, correlation model between the labour enquiry and supply; much larger dissemination compared to the one proposed in the Achievement Plan, especially on a national level, but also on an international one, which lead to a more valuable and visible project.

Dissemination: Workshop for this project, **Book** in Coordination, **Brochures**, **Site**, **Scientific session** dedicated to the Excellence Research Program, **Poster** in the “*Employment Week 2008*” event – conference and exhibition, 2008, Brussels; **Scientific manifestations**, with national and international participation (sessions, exhibitions); **Articles, Books, 2 ISI articles**; Project nominated for the ANCS / NASR award competition, in section I, research-development projects.

(4) A more cohesive Romanian society through the modernization of the system for social protection for reducing poverty, inequality and social exclusion (PNCDI II, 2009-2011)

The specific trajectory of the team's subjects: 1.*Ex-ante evaluation of the impact of the law on guaranteed minimum income on poverty reduction (ex-ante evaluation, before the law was implemented)*; 2.*A system to evaluate the impact of the law on guaranteed minimum income on extreme poverty reduction in Romania (post-evaluation)*; 3.*A system of indicators for social protection in Romania, 2006-2007*; 4.*A system for monitoring the policies for poverty reduction, 2006-2008*; 5.*A system of evaluation of the impact of economic and social policies through inequality reduction, 2003-2005*; 6.*Inequality reduction – essential condition of the economic and social cohesion. Ensuring the quality for European integration, 2008-2010*; 7.*A more cohesive Romanian society through the modernization of the social protection system for poverty reduction, inequality and social exclusion, 2009-2011*; 8. *A methodology for evaluating the policies impact on poverty reduction and social exclusion, 2009-2011*; 9, 10. *EUROMOD – Microsimulation Tool for Modelling the Impact of Policy Measures; EUROMOD 2010-2011.*

Our achievements, as well as this team's expertise led to some national partnerships with prestigious entities like ASE, UNDP: **Inequality reduction – an essential condition of the economic and social cohesion. Ensuring the quality for European integration (PNCDI I, 2007)*; ASE, 2007-2010; **System of indicators for social protection in Romania (C. Ghinararu)*; **Human Development Report (C. Ghinararu).*

All these projects and their results, acknowledged in national and international contexts, and the team's performances were the main predecessors of an **international partnership**, concluded by the involvement in a project in the international program framework Progress, developed by the European Commission. Project: *EUROMOD – Micro simulation Tool for Modelling the Impact of Policy Measures; 2010-2011.*

Interdisciplinary, diversity

The researches done by the team were not only about social indicators and policies regarding poverty, social inclusion and cohesion, but also about the subjects related to this research field, covering connected interdisciplinary fields, within some projects and interdepartmental activities, such as: social work, social insurance, labour market, together with other departments and following their

research lines, such as: labour market dynamics, education – labour market relations, migration, etc. Some specific projects for these **interdisciplinary** areas implemented by this team, since 2007, **Panel:** 1. *A system of indicators of social protection in Romania*; 2. *Human Development Report, UNDP*; 3. *An evaluation of the dimensions of undeclared work in Romania. Analysis of the impact of taxing quota and of contribution to the mandatory protection plan quota on the incidence of undeclared work in Romania*; 4. *Stimulation of work resources activation mechanisms in order to raise the number of employed persons*; 5. *The impact of introducing the plan for mandatory private retirement pensions and the one for optional retirement pension on the well-being of the population's households*; 6. *Models and forecasts regarding the participation of population to the work force in Romania*; 7. *Evaluation methodologies of the individual – labour market relationship in the new economy context's challenges*.

The team's expertise led to conducting **FSE projects** (7), in the Human Resources Operational Sectorial Program during 2007-2013, on various priority axes and different major intervention fields: 1. *Monitoring labour market entrance of graduates with vocational education for educational supply adjustment, ID 58651*; 2. *The management of correlation of educational system with the labour market (POSDRU, 2010)*; 3. *Romania's labour market response to crisis: Strengthening Enterprise flexibility-enhancing workers' security, ID 41637*; 4. *Empowering roma women on the labour market - ID 52040*; 5. *Step by step to active life, ID 53676*; 6. *Correlation of the engineering and professional education's offer with the labour market requirements, ID 37932*; 7. *I want to work!, ID 40427*.

Projects: Since 2007, Total number of implemented and coordinated projects: 21; Total number of coordinated projects: 10; Total number of FSE (ESF) projects: 7.

Articles: Since 2007, Number of articles written by the team: 64, of which 3 are going to be published in the near future, and 8 papers are related to educational field (another specific thematic area of the institute) and these 8 papers are in ISI web of knowledge (authors: 3 persons from the Poverty and Inclusion Team). During 2007-2011: 3 articles were published in 2007; 18 in 2008; 7 in 2009; 19 in 2010 and 17 in 2011; Number of publications where the articles appeared: 30; Number of ISI articles: 29 (11 in ISI and 18 in process of registration in ISI); Number of B+ articles: 7; Number of articles that appeared in other prestigious publications: 3; Number of articles presented in our country, at national conferences: 18; Number of articles presented in our country, at national conferences, with international participation: 10; Articles presented in international conferences: 26.

Conferences: Total number of conference where we participated with papers: 24; Total number of presented papers: 61; Total number of national conference with papers: 15; Total number of national conference, with international participation, with papers: 17; Total number of international conference where we participated: 21 (*Only the conferences with presented papers*)

Since 2007, researchers from this team participated at the following **training providing programs:** “*Training Program specialized staff of the National Agency for Employment (NALFE) on the operationalization of the National Observatory on Labour Force Employment and Vocational Training*”.

“Employment Week 2008” Event–Conference & Exhibition, Ed. 15, 2008, **Brussels**, 3 posters: 1., *Main elements for the evaluation of the degree of social integration/participation of disabled persons*; 2., *Ex-ante evaluation of the impact of the guaranteed minimum income law on the reduction of poverty and severe poverty*; 3., *Study regarding the impact of some social protection programmes on poverty and social exclusion reduction*”.

***Bucharest International Technical Fair, ROMEXPO, Romanian Research Achievements Exhibition – Research Hall – 2009**, Bucharest, 2009; **Romexpo Fair, Inventika**, Bucharest, 2010

***Award nominations:** for CEE project 60/2005 (coordination) - „Research-development projects”, ANCS, 2008, in the priority field framework: socio-economic and humanist researches.

3. Human resources

Besides, young members of the Team hold **PhD degree** or are **PhD students**: *Eva Militaru: Ph.D. thesis: July 2011, thesis: “The analysis of the impact of social benefits on the participation on the labour market” and with a chapter called “Analysis of the impact of social benefits on poverty reduction”; *Silvia Cojanu: Ph.D. thesis submitted in December 2011, thesis: “New economy's impact on labour market”; Ioana Malureanu: *Master: Anthropology, Community and Regional Development, 2010-2012. **Participations at international research networks:** the EUROMOD international project – a research network at EU level.

“RESEARCH ON WAGE POLICIES, INDUSTRIAL RELATIONS AND SOCIAL RESPONSIBILITY OF COMPANIES” Team

1. Research subjects and scientific objectives for the team

The study of labour market processes is of perpetual actuality and gives a privileged position in economics. This is because this market is facing major interests related to income distribution, respectively to the value added of this factor, or even related to subsistence. In addition, functional disturbances of the labour market may affect the market equilibrium, macroeconomic stability and even social harmony. The cognitive approach should not remain closed in itself (by limiting to labour market), but opened wide to the macroeconomic, social and territorial environment in a circular finality which reveals the premises and causes of optimal functioning of the labour market.

For the Romanian economy a fast growth of the wages is needed in order to achieve a higher living standard, to overcome the gap that separates us from the developed countries and to stop labour migration. But this must be done in a reasonable and coherent manner, as a wage growth higher than labour productivity growth is not sustainable. A more rapid increase of wages than labour productivity does not lead to higher living standards, as the gap between the two core indicators will be reflected sooner or later in higher prices, in domestic currency depreciation and in external imbalances.

Enterprises driven by market pressures need to include in their goals improved quality and productivity, greater flexibility, continuous innovation, and the ability to change in order to rapidly respond to market needs and demands. Effective HRM is vital for the attainment of these goals. Improved quality and productivity linked to motivation can be achieved through training, employee involvement and extrinsic and intrinsic rewards.

Within the National Research Institute in the field of Labour and Social Protection (INCSMPS), a specialized team of researchers are dedicated to the issues of wage policies, industrial relations and social responsibility of companies and they are focused on: research, development and innovation; transfer of results; dissemination, publishing and networking in the field.

More precisely, the team deals with problems related to:

- Wage policies and wage systems connected to the results
- Job evaluations through global and analytical methods in order to establish a wage hierarchy
- Minimum wage and the correlation wage – labour productivity
- Corporate social responsibility in the process of Europeanization and globalization
- Labour taxation

The research team activities are subordinated to the scientific objectives of the institute, which involves strengthening the scientific expertise in the field of labour and social protection. Also, we are trying to transfer our results to possible beneficiaries, such as different other institutions, the Ministry of Labour, Family and Social Protection, the private sector.

2. Main achievements in 2007-2011 – quantitative and qualitative aspects

The research team has a wide scientific experience, achieved while carrying out many projects in the area of wage policies, industrial relations and social responsibility of companies. In this period we developed 7 projects, with a total value of 1.165.255 Euro.

During the conducted projects the team developed and used various research methodologies. One of the most important aspects was to design the samples and the questionnaires for the surveys at the level of companies in Romania. For this purpose, the research team used many polling techniques, database construction and data processing techniques. The statistical analyses of the collected data from the surveys were conducted using specialized statistical programs (SPSS, Stata). Another important step of the research is the econometric analysis. As an outcome of the analyses undertaken, the team developed a series of forecasts and scenarios using both quantitative methods – on the basis of some statistical projections, as well as qualitative methods – the future prospect as foresight method.

1. Productivity, salaries, employment and their inter-connection from the perspective of the integration into the European Union (www.prod-sal-ocup.ro) – project coordinated by our team

The project focuses on supporting the priorities of the development strategies, government programs and international commitments of Romania regarding the integration in the E.U.

Productivity and labour productivity in particular, is deemed to be the main factor of economic growth. Existing delays in productivity between Romania and the EU impose the existence of a national policy in this field. Our project aims at offering rigorous elements, deriving from the field of economic-social research, in order to support the process of drafting the national policy related to productivity. To this end, we have proposed, as part of the project, besides becoming informed on the significant international experience in the field of productivity, to also come to know the related problems at the level of Romanian companies. To this purpose, the project provides for the carrying out of a representative poll at the level of the national economy (600 companies).

Moreover, because in our country no scientific research of high complexity has been conducted in the field of salaries and labour productivity, the project envisages contributing to covering the gap existing in the knowledge from this field.

2. Models of minimum wage impact on employment and company salary policies (www.salmin.ro) - project coordinated by our team

The project aims at supporting the priorities in the development strategies and international commitments Romania is undertaking in relation to its integration into the European Union. The agenda set in Europe 2020 contemplates the increase in the number of jobs and employment quality.

The project envisages offering rigorous elements deriving from socio-economic research to support the drafting of the national policy with respect to minimum wages, employment and company salary policy. To this end and besides taking cognizance of the significant international expertise in the field of models of minimum wage impact on employment and company salary policies, our aim is to also find out the entire problematic that the minimum wages might generate from our country. Thus, to this purpose, the project has included a survey that is significant for the national economy by considering 660 companies. The project can increase the companies' capacity to identify the correlation between the three variables (minimum wage – employment – salary policy) which will result in the creation of new workplaces, the increase of labour productivity and a better correlation of it with wages, as well as the amplification of the role of incentives on the human capital.

Moreover, because Romania has never carried out any scientific research of such great scope and complexity in the field of models of minimum wage impact on employment (based on complex multiple correlation calculus), the project aims at contributing to limit the knowledge gap in this field.

3. Developing the concept of corporate social responsibility in Romania, within a European context - CEEX Programme, Research of Excellency (http://www.opendrum.utt.ro/rse_ue) - project coordinated by our team

In the general context of a dynamic evolution of the sustainable development, the needs of the enterprise in the globalizing context are more and more recognized at the European level and this fact involves an urgent clarification of the enterprise social responsibility concept (CSR/RSE). Regarding the fact that Romania assumed the European values and engaged to reach the EU strategy adopted at Lisbon in March 2000, this project is a contribution in accomplishing this great desideratum.

The complexity of this project is given by the fact that the "enterprise social responsibility" (RSE) concept has several approaches and forms of manifestation. RSE has strong connections with the sustainable development and the globalization at macro level and it has an important impact upon: competitiveness, the quality of employment, the social inclusion and cohesion. Also, its evolution favours a coherent development of professional training, of the institutional frame and of some sectors of activity. The economic justification of CSR/RSE consists in the fact that those companies which don't engage the stakeholders in their activity can jeopardize their capacity to create welfare for its self and for the society. Moreover, the project pointed out its connection with the sustainable development politics; employment in the flexicurity context, environment politics, social security. The methods of analysis and interpretation have a high level of novelty for social-economic research of this concept in Romania, similar evolution are of great actuality even in the international economic literature.

4. Corporate social responsibility in the process of Europeanization and globalization. Opportunities and constraints for the Romanian economy – the team was a partner in this project

The comparative analysis of the development of the concept at national and international level allows the project team to draw up models to assimilate and adopt the CSR attitude by the economic environment in a form that can be adjusted to the specific conditions of Romania. The models consider

the requirements of ISO 26000, the strategic directions in the field, adopted at EU level and they should be tested on a pilot sample that includes companies in the energy area. The energetic field has been selected because the activity of the companies producing/distributing/transporting the energy has a sensitive CSR part and are more than only technological systems, since they are closely related to social & environmental & OSH aspects and have a wide range of stakeholders.

To make the most of their chances on the international market, Romanian companies need relevant information on the difficulties that they have to overcome in order to protect their reputation and to make their social initiatives known, using an international standard widely accepted. Therefore, an important aspect of the project is the development, for the local companies in Romania, of an expertise system capable to enhance awareness regarding the link between competitiveness and social responsibility in the global market competition.

Dissemination

The obtained results of this project were already validated at national and international level by all the appreciations obtained at numerous seminars and at national and international scientific meetings (symposiums, conferences and congresses). We also published in important, quoted publications that contributed to the protection of the obtained results and to an increased visibility of our research.

The team members elaborated 13 Proceeding ISI papers, 16 papers listed in international databases and they also published 2 volumes. Moreover, the team members have participated at 44 international conferences, in order to disseminate their scientific results. Also, we organised four seminars on the issues analysed in the projects in order to present the results of our research.

3. Human resources

The core research team is composed of 7 members, with an average age of 39.7 years. Out of these 7 members, 4 are under 35 years. The team has 3 members with a PhD in Economics, two PhD students, also in Economics, and a mathematician.

The young researchers attended four summer courses in the area of econometrics/quantitative modelling at prestigious Universities in Europe: Barcelona Graduate School of Economics, University of Essex and Utrecht University. Also, they are proficient users of various statistical software (Stata, EViews, SPSS).

The activities necessary to carry out the projects have an interdisciplinary character, through the fact that, in order to achieve the specific objectives, we harmoniously combine the knowledge of economics with statistics and econometrics (data analysis, simulation of business processes).

4. Other significant aspects for the scientific development of the research team

The results and expertise of our team's members were valorised also in other projects developed by other research teams from INCSMPS that included us in their secondary team.

Due to the experience gained, the research team has acquired a strong ability to develop projects with beneficiaries, and therefore to attract resources from the private economic environment. A shortcoming in the scientific development of the team members, especially for the young researchers, is the fact that, in the last 2 years, there were no more competitions launched. Because of that, a discontinuity occurred in pursuing the research topics.

At the latest ANCS/UEFISCDI-competition (2011) the team submitted 2 projects, one as coordinator (Motivational Integrated System for Public Media Institutions) and one as partner (Productivity Growth-Key vector for Increased Competitiveness to Secure a stable Trajectory of Sustainable Development), under the coordination of the Institute for Economic Forecasting.

2.4.Representative project

HIDDEN – Evaluarea dimensiunilor muncii nedecarate in Romania. Analiza impactului cotelor de impozitare si a cotelor de contributii la schemele obligatorii de protectie sociala asupra incidentei muncii nedecarate/ Assessing the Dimensions of Undeclared work in Romania; Analysing the impact of tax and contribution rates on the incidence of undeclared work;

Contract no: 92109/2008

Financed by: The National Authority for Scientific Research /ANCS

Consortium leader: National Scientific Research Institute in the field of Labour and Social Protection of Romania (INCSMPS)

Project director: Dr. Catalin Ghinararu

Project partners: ASE-Bucharest, CNPS (National Training Centre for Statistics)

Start date: Oct 2008;

End date: Dec.2010

Initial value: 515926 Euros

Final value: 51.5% from initial value

Tackling undeclared work has been identified as the most important issue facing the Romanian labour market and a focus for structural reforms by the Memorandum of Understanding between Romania, the European Commission, the IMF and the World Bank of early 2009. Reducing its incidence, finding novel means for prevention and combat, coaxing all institutions involved and bettering their coordination as well as improving their means of action inside an integrated mechanism, strongly supported by specialized research have been a focal point of labour market reforms undertaken by the Romanian Government throughout the last three years.

The research project designed and contracted at the end of 2008, aimed thus at developing an integrated approach towards the measurement of the phenomenon, assessing the impact on its incidence of the current mix of fiscal policies as well as of the way in which social protection schemes organize their contribution collection (including with respect to contribution rates as an element at the core of what we call COMPLIANCE) and finally produce not only a methodology that would best track the evolutions of the phenomenon but also transfer it in specific guidance for policy action at the highest of decision levels.

In accomplishing its stated research objectives HIDDEN has drawn heavily on experience accumulated previously including in the elaboration of the Methodological Compendium „System of Social Protection Indicators – ROMANIA” jointly produced in 2007 by the Institute with its traditional partners, the National Institute for Statistics (NIS/INS) and the

Academy of Economic Studies in Bucharest, with the support of the World Bank and the UNDP Romania and in the structure of which an entire section has been dedicated to indicators specific to undeclared work; This particular approach which served as a methodological precursor to the approaches taken later in HIDDEN, not only stemmed from the acknowledgement of an issue specific to an emerging, post-transition economy such as Romania, but it also came as a practical aid to the Ministry of Labour, the ultimate beneficiary of the methodological compendium, which hosts the country's sole dedicated governmental agency dedicated specifically to the prevention and combat of the UDW, namely the Labour Inspection. It thus highlighted the two-pronged approach taken later by HIDDEN, that of combining theoretical research work with a practical, hand-on approach, in support of concrete actions taken by various policy-making bodies and implementing agencies.

As yet another methodological root, the HIDDEN project has been drawing also on the results of the OCED financed report on "Informal Employment in Romania", published in 2008, as working paper no.271/2008 of the Development Centre of the OECD.

This comprehensive research initiative has thus aimed at:

- Measuring the dimensions of undeclared work in Romania using a variety of methods of estimation;
- Disseminating information on these new alternative methods as wide as possible and building awareness of the issue as a structural problem of the labour market in need of adequate and comprehensive tackling;
- Developing for and with governmental agencies, of novel ways and means of prevention and combat, of which the most important has been proven to be the Integrated Mechanism for the Prevention and Combat of the Undeclared Work, developed and implemented by the Government of Romania, in the frame of its Memorandum of Understanding with the European Commission, the IMF and the World Bank (2009-11) and substantiated via the Government Decisions no.391/21.04.2010 and no.1024/06.10.2010;
- Experimenting with the newest methods of econometric estimation so as to assess the impact of evolutions in terms of undeclared work on the labour market with a specific focus on the evolutions of unemployment and not ultimately
- Furthering research on estimations of the effects of random exogenous shocks on the incidence and evolution of undeclared work.

In terms of research outputs, the project has generated:

- 3 methodologies aimed at estimating the size of undeclared work and informal economy;
- 1 methodology experimenting with the introduction of a random exogenous shock so as to measure its impact on undeclared work and its anticipated evolutions;
- 1 methodology assessing the impact of evolutions in terms of undeclared work on evolutions of unemployment;
- 10 articles out of which 7 have been published in international reviews;

- 12 participations with research papers in specific events such as conferences, seminars, scientific sessions, etc;
- 6 Ph. D. students have been working in the project;
- 3 research fellowship in modelling techniques have been financed via the program;
- 1 Ph. D. thesis specifically aimed at the study of undeclared work and it's on the evolutions of unemployment, with a heavy focus on econometric techniques of estimation has been elaborated and finalized in the frame of the project and by one of the members of the project team (Adriana Alexandru – Ph.D. thesis defended as of July 2011);
- The project has published, under the auspices of the Romanian Statistics Review/Revista Romana de Statistica-RRS, a full **Methodological Compendium** amassing and structuring the wealth of information accumulated and generated ultimately by the project on the different methods of estimation of undeclared work and non-observed economy as well as concerning policies and specific measures pursued for the prevention and combating of UDW;
- 1 electronic publication collecting all of the articles being written in the frame of the project, to be disseminated to both decision makers as well as to specialists; publishing has been done under the same generous auspices of the Romanian Statistical Review-RRS/Revista Romana de Statistica (publication categorized as B+);

The HIDDEN project has also received methodological support inside the Institute from other smaller but no less valuable initiatives in the frame of the NUCLEU research program:

- A dedicated project undertaken in 2010, has aimed at making an inventory of the methods of determining the size and characteristics of hidden economy available and in use internationally; Subsequently, each and every method has been tested at national level and using national data, thus providing a valuable insight for the methodologies and practical, policy-making support outputs generated by HIDDEN;
- Another small project has delved into the matter of contribution collection for the pension system thus exploring the adjacent but nonetheless crucial issue of compliance, nestling at the heart of several approaches to the evaluation of the size and characteristics of UDW (notably when talking about the “latent variable method” of indirect measurement which makes use of a vast array of indicators relating to compliance in terms of taxation as well as of contributions to social protection schemes, pensions and pension systems being here a prime candidate for analysis due to their sheer size and importance for a country's finances and their soundness (it is here that another valuable cross-insemination transfer is on the way as team members of HIDDEN-Dr.C. Ghinararu, have also contributed to the recent ILO-CEET study on “Pension Reform in Central and Eastern Europe-The Crisis and Beyond” due for release at the end of this 2011).

A large part of the project results have been transferred by the team in the frame of the already-mentioned ‘Integrated Mechanism for the Prevention and Combat of Undeclared Work’ , as specified before, a specific structure created by the Romanian Government at its highest of level through Government Decisions (RO: Hotarare de Guvern) no. 391.21.04.2010 on the establishment of the Inter-Ministerial Committee and the Technical Working Group for the Prevention and Combat of Undeclared work and no.1024/06.10.2010 for the approval of the National Strategy and the National Action Plan for the reduction of the incidence of undeclared work in Romania (2010-12). The INCSMPS, including through its general director as well as through the project director of HIDDEN is a full member of both of the two structures of both structures, ensuring, jointly with the National Institute of Statistics, the continuing methodological support of the Technical Working Group, including via the regular transfer product of the „Research Synthesis Report on UDW” as well as via the “Annual Activity Report”, the first of which will be delivered beginning of 2012, acting therefore as a direct and unmistakable follow-up to HIDDEN.

Supporting directly the activities of the Integrated Mechanism for the Prevention and Combat of Undeclared Work is an integral part of the Activity Plan of HIDDEN for 2011, with both the regular Research Synthesis and the Annual Report elaborated in the frame of the Integrated Mechanism being also counted as deliverables of the project (act. no.4.14 of the Activity Plan HIDDEN 2011).

The project team has also worked so as to transfer and disseminate part of the accumulated knowledge at European level through active participation of its members in a number of initiatives such as:

- The European Commission study on “Indirect Measurement methods for undeclared work on the EU”, published in 2009 (electronic publication, Romania selected as “core country” of the study contributor Dr. Catalin Ghinararu);
- The initiative concerning the feasibility of establishing a “European Platform to prevent and fight undeclared work” (2010);
- A TACIS technical assistance mission (2008) having as beneficiary the Turkish Employment Services

So as to ensure the follow-up of the project, the team is involved now in laying foundations, in the frame of the Technical Working Group for the Prevention and Combat of Undeclared work, for a comprehensive study on the effects of the novel provisions directed at the prevention and combat of UDW contained in Romania’s thoroughly amended Labour Code (entered into force this 1st of May 2011). The initiative is explored by the Institute jointly with its partners in the Technical Working Group and has been favourably received by the Ministry of Labour.

Also, according to the Activity Plan of the same Technical Working Group, and jointly with its strategic partner, the National Institute for Statistics of Romania, the INCSMPS, is

trying to assemble a strategic initiative that would take further the methodological gains obtained under the aegis of the HIDDEN project and by joining them with the institutional framework built as part of the Integrated Mechanism, aim at creating a permanent system of monitoring and assessing dimensions and trends of undeclared work in Romania. Financing for this initiative would come from resources available to Romania as part of the ESF allocations, most probably under the Sector Operational Program Human Resources Development.

As a proof of cross-insemination between various projects conducted by the Institute and in the frame of the same Integrated Mechanism for the Prevention and Combat of Undeclared Work which serves as main platform for the transfer of the project's results, experience accumulated both on HIDDEN, as well as on projects relating to pension reform, where considerable work has been done in support of creating a unitary registration and recording system for labour (contributors), has served in promoting the establishment of a unitary data base that would enable recording the labour market trajectory of individuals, from their entry point in employment, up until their retirement. This would not only serve in diminishing the incidence undeclared work, via better tracking but it would also improve compliance in terms of taxes and contributions as well as enable a more focused action with the purpose of increasing employability and encouraging a life-time approach to „formal work”. The Ministry of Labour and its main agencies (the Labour Inspection, the National House of Pensions and the National Agency for Employment) are due to start this project as of the end of 2011.

As a whole the program aimed at researching Undeclared Work, Informal, Economy and related issues has amounted to a total equiv. of EUR: 306,064.65 over a period of approximately three years and half, involving a consortium of three (3) research organizations (the INCSMPS-Bucharest, the ASE-Bucharest and the CNPS-The National Centre for Training in Statistics) and resulting not only in host of academic, research oriented results but also in the active support for the establishment and functioning of an institutional machinery (i.e.: the Integrated Mechanism) dedicated to the prevention and combat of Undeclared Work.

It is hoped by the National Institute that by further promoting this line of research inside the Employment and Labour Market Policies Team as well as by pressing ahead with the series of strategic initiatives outlined above, it will not only increase its expertise in the field and buttress its capacity of undertaking research in this selected realm of labour market and macro-economic research but it will also enable solution finding and innovation at policy making level thus serving its over-arching goal as National Institute in the field of Labour Market and Social Protection policies which is that of serving the country's decision-making process at the highest of levels and furnishing it with state-of-the-art instruments and solutions to the main issues facing not only Romania's labour market but also its economy and ultimately its citizens, bearing always in mind the greater European design to which Romania is an integral part.