

ADO SAH - ROM

“The NGOs and the labour market”

A Romanian Study Case

**Black Sea NGO Forum
“TIME TO MEET”**

Bucharest, 31 Oct-2 Nov 2008



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THE TRANSITION

**COMMUNIST SYSTEM
(Welfare State)**

- Social immobilism (low freedom and high social protection)
- Lack of viability, competitiveness, productivity
- Dependence of state aid.

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**FREE MARKET ECONOMY
(Welfare Society)**

- Extreme social dynamism (increased freedom and pronounced diminishing of the personal security)
- Competitive economy.

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SOCIAL COSTS

- A substantial **increase** of the unemployment, poverty and social exclusion.
- Focus on **passive measures** against unemployment.
- **Migration** and illegal employment.
- The civil employment occupied in **agriculture** increased every year, reaching **38%**¹ in 2004.





¹ National Institute for Statistics

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THE MARKET RESPONSE

- Precarious economic and social balance provoke the non-governmental organizations to develop **active measures** against unemployment.
- The city hall, the local institutions, the trade unions and the companies supported or got involved in such projects.
- In 1999 is set up the National Agency for Employment, the national public service provider on labor market.



Job Fair

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DONORS

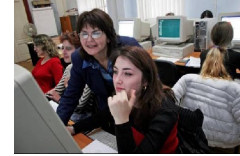
- EUROPEAN UNION
- OTHER GOVERNMENTS
- SOCIAL PARTNERS
- ROMANIAN PUBLIC AGENCY FOR EMPLOYMENT



WHAT NGOs CAN DO?

The NGOs are able to accompany the reintegration of jobseekers into the labour market by means of offering:

- professional competencies (vocational training services),
- a better chance to find a job,
- entre-preneurial abilities and help to develop their own businesses (business consultancy).



Computers school in Pigmation Association

TYPES OF SERVICE CENTRES

- Job Centres
- Vocational Training Centres
- Business Centres
- Business Incubators
- Job Fairs



BARIERS FACED BY THE NGOs

- Lack of structural information on labor market and perspectives of economy's development.
- Too many institutions, laws and regulations in the field.
- The local players' lack of exercise in developing local strategies and structures to promote the creation of new jobs is menacing the sustainability of the service centres.
- The Government doesn't see the accredited service providers as a reliable resource and it doesn't include them in the national strategies (as The National Action Plan for Employment).
- A significant unbalance between the offer and the demand on labor market in terms of qualifications and education.

LESSONS LEARNED

Success factors:

- Unemployed are often better supported by services provided by private suppliers. The private providers invest a lot in **confidence building** of the jobseekers.
- An extensive service package is the most effective way to reinsert unemployed on labor market.
- The NGOs are more innovative in their approach.
- A range type of donors will guarantee the success of the services.

- The NGOs with a more "business oriented" approach are more sustainable.
- The involvement of the main stakeholders / local community in the projects and the financing of the NGOs activities are crucial for the survival of the organization.
- The cooperation between NGOs, the trade unions and employers' organizations is difficult but essential to achieve the projects goals.
- It is advisable to allocate resources and to define objectives to guarantee the sustainability of the organization in each yearly/project budget.

LESSONS LEARNED

Risk factors:

- Free of charge services induced an addictive relationship among beneficiaries.
- The dependence on external donors.
- The relatively low capacity of the NGOs to adjust to change.
- The lack of interest and support from the stakeholders' side.
- The NGOs and umbrella organizations' low negotiation power to influence the policy making process/ legislation.
- The low capacity of the NGOs to cover the rural areas and the small towns.
- The labor market dynamic has a strong influence on the service centers.

THANK YOU!

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