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**Consideration of reports: reports submitted by States parties
in accordance with articles 16 and 17 of the Covenant**

List of issues in relation to the combined third, fourth and fifth periodic reports of Romania

Addendum

Replies of Romania to the list of issues*

[Date received: 15 October 2014]

Article 2, paragraph 2 – Non-discrimination

1. Regarding the Romanian Government's Strategy for the inclusion of the Romanian citizens from the Roma community, for the period 2012-2020, the Ministry of Labour, Family, Social Protection and Elderly (MMFPSPV) undertook the main aim to "stimulate employment growth of the Roma people". The measures to achieve this objective are found in the National Employment Program and in the National Program for Professional Training, drawn up annually by the National Agency for Employment (NAE) and approved by the MMFPSPV. All measures included in this program's documents are provided in accordance with Law no. 76/2002 on the unemployment insurance system and employment stimulation, with the subsequent amendments and supplements, and are designed in such a way to be oriented towards a balanced representation of all categories of people looking for a job, including those who have more difficult access to the labour market, and persons belonging to the Roma minority group.

2. Thus, through the implementation of the National Employment Program for 2012, 5,274 Roma people were employed. Also, 1,227 Roma persons were included in professional training programs. In 2013, 4016 Roma persons were employed through the implementation of the active measures provided by Law no. 76/2002, with its subsequent

* The present document is being issued without formal editing.

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amendments and supplements by the NAE, through its network of territorial employment agencies. Also, 946 Roma people were included in professional training programs.

3. In accordance with EU recommendations, in early 2013, the National Agency for Roma (NAR) initiated the review of the action plan of this Strategy. At the end of April 2013, NAR has resumed the process of consulting with the civil society, in order to reach an agreement on the priorities that could later on be discussed with the relevant ministries and proposed to be financed under the programming period 2014-2020. The consultation process with the relevant ministries continued until the end of 2013, particularly regarding the following: reviewing priorities, establishing clear goals, indicating the necessary financial resources, in the context of the efficient use of structural and cohesion funds, establishing a robust and functional mechanism of coordination and monitoring the entities responsible for the implementation of the Strategy. Currently, the review process is still underway, and in order to address the insufficiencies of the Strategy, a change in the approach of Roma issues is required, alongside the change in the action plan. Thus, the public policy document should promote an integrated approach of the Roma issues, including the programming and use of funding resources.

Article 3 – Equal opportunities for women and men

4. The National Strategy for equal opportunities for women and men for the period between 2010–2012, adopted by the Government Decision no. 237/24.03.2010, represented the natural continuation of the Government's policy to eliminate all forms of gender discrimination and to promote the principle of equal opportunities and treatment for women and men, with the overall objective of the improvement of the implementation framework of gender equality policies in all national programs and policies, in order to achieve de facto equality between women and men in all levels of the economic, social, political and cultural life.

5. The National Strategy for equal opportunities for women and men for the period 2010-2012 and the General Plan of actions for the Implementation of the Strategy were developed by the National Agency for Equal Opportunities for women and men (NAEO), when it used to work as a specialised body of the public central administration, as a legal entity, subordinated to the Ministry of Labour, Social Solidarity and Family.

6. In the context of the rationalization of the budgetary expenditures and the new status of the national mechanism in the field, namely the specialised directorate (since July 2010), within the Ministry of Labour, Family, Social Protection and Elderly (MMFPSPV), a series of actions which were previously assumed and included in the National Strategy and in the General Plan of Actions as well, which involved the existence of sufficient and adequate human, material and financial resources, and a greater flexibility of intervention, which were difficult to be accomplished.

7. Specific activities, conducted in accordance with the intervention fields of the Strategy:

8. In order to implement the objectives within the strategic document for the period 2010-2012, the Directorate for Equal Opportunities for Women and Men (DESF) held several meetings, reunions, national and local debates attended by representatives of the local and central public administration, social partners and non-governmental organisations. During these events information materials developed by the NAEO were spread, in the context of the Strategy's objectives, on issues such as: equal pay for work of equal value, work flexibility, family reconciliation and professional life, promoting the equal participation of women and men in the decision-making process, information campaign for fathers, labour market legislation, domestic violence, human trafficking, sexual harassment,

media stereotypes, maternity, gender equality indicators, eliminating gender stereotypes, equal participation of women and men in the decision-making process, legislation on the women's rights, discrimination among young people.

1. Area of intervention – the labour market

Measure: Encouraging the reconciliation of family and professional life

9. In October 2010, DESFB participated in the technical conference “From Cairo to Beijing and after: gender equality agenda in the region of Eastern Europe and Central Asia”, organised by the UNFPA, the Regional Office for Eastern Europe and Central Asia, chairing the workshop “Engaging men in promoting gender equality”. Following the debates, the Report of the DESFB’s moderator which included proposals for actions which can be taken into account in order to support the engagement of men in promoting gender equality, was taken over by the UNFPA, included in the final report of the Conference and, subsequently, published by the UNFPA in a booklet.

10. Within the project “S.A.N.S.A. – National campaign of public awareness on gender equality and equal opportunities in the labour market and institutional support to develop the activity of interested parties in the issue of equal opportunities and gender equality”, in the wider context of the debates on the issue of combating all forms of discrimination and putting into force the values of the principle of gender equality, discussions were carried out on the reconciliation of family and professional life and the increased involvement of fathers in raising and educating their own children. Following the debates, DESFB developed the guidebook “Parent roles and reconciliation of family and professional life. Guidebook for future parents” which contains information on the national legislation through which the State protects and supports young parents, the practical way in which parenthood may and should be learned and undertaken by both partners. To increase its visibility, the guidebook was posted on the website of the MMFPSPV (<http://www.mmuncii.ro/j33/index.php/ro/egalitate-de-sanse-intre-femei-si-barbati/1850-studii-nationale>) and sent to all County Commissions and Bucharest Commission in the field of equal opportunities for women and men (COJES) to be discussed in their quarterly meetings and disseminated, through family planning centres, maternities, Council halls, NGOs.

2. Area of intervention – social life

Measure: Promoting gender perspective in social life

11. To mark the “International Day of Rural Women”, in October 2011, DESFB organised and participated in workshops/meetings in two communes led by women mayors from the counties of Arges and Prahova. In the two events attended by the mayors of the two communes, representatives of the County Councils and other local authorities, representatives of the NAE AJOFM Argeş and Prahova and also of some NGOs operating locally or implementing projects on rural issues, women and male inhabitants of the communes.

12. Topics such as the following were part of the meeting discussions: multiple roles of rural women — a mother, a worker in the family household, a primary caregiver of children and dependent persons, preserver and continuator of the local customs and traditions — but also specific issues which all women, everywhere, are facing in the wider de facto application of the gender equality: economic independence, employment and wage discrimination, domestic violence and sexual harassment, access to culture, education, decision.

13. Also, there was a series of significant events on the occasion of celebrating the International Day of Family, International Day for the Elimination of Violence against Women, in which pursuit DESFB collaborated with other specialised directorates from the MMFPSPV.

3. Area of intervention – gender roles and stereotypes

Measure: Media awareness on the principle of equal opportunities and treatment for women and men

14. Through its objectives, the project “S.A.N.S.A. – National campaign of public awareness on gender equality and equal opportunities in the labour market and institutional support to develop the activity of interested parties in the issue of equal opportunities and gender equality” addressed to the media as a target group, separately. Within the action “Equal Opportunities Week caravans” (conducted in all development regions of the country) the 5th day was dedicated to media meetings, with the main aim of analysing and debating its role in combating stereotypes against women and men and against vulnerable persons.

15. At the meeting where over 230 media operators attended, discussions were carried out regarding: the role of media in combating the discrimination in the workplace; patterns of messages it should promote, how, through family and school education, can the attitude of rejection which children and young people can and must manifest to discriminatory/humiliating situations be formed and strengthened; how media present some social categories; how promoted stereotypes by the media influence the employers and the candidates in the specific relations in the labour market.

16. Also, case studies were presented by showing some documentaries in which situations encountered during the recruitment process organised by employers (cases of discriminatory behaviours) were reflected.

17. “Equal Opportunities Week Caravans” were publicised locally in 60 articles in newspapers, 10 radio news, 10 television news and a TV show.

18. Nationally, the media awareness public campaign on the objectives of the project had an urban-rural audience of 12,899,743 persons informed/650.1 GRP (gross rating point), both on radio and TV and the outdoor through the national campaign of street billboards on European roads (80/43 billboards). The audience in the national written press was of 2,817,164 people reached/21 appearances and online (5,140,242 comments). Informative and promotional materials were carried out — brochures, flyers, folders, pens, and posters etc., which were distributed to the participants at the events within the project.

19. In May 2011, DESFB organised, in collaboration with the Roma Women’s Association “For our Children” from Timisoara and the Desire for Openness and Social Reflection Foundation, a round-table discussion on “Ensuring equal opportunities in Romania for Roma women”. Amongst the participants at the event, there were representatives of the specialised structures of the MMFPSPV (directorates: public policies, legal and labour law, employment, child protection, disabled protection etc.), National Agency for Roma People, National Agency for Employment, National Council for Combating Discrimination, representatives of some non-governmental organisations in the field representing vulnerable groups, journalists.

20. Within the reunion, debates were held on the social and professional situation of Roma women and men, the access of Roma women in the labour market, the opportunities of Roma women to engage in gainful activities which can ensure economic safety and welfare, reproduction and self-reproduction of the gender roles and stereotypes, both within and outside the community and not least, the collaboration between governmental

institutions and non-governmental organisations in the field to promote anti-discrimination measures.

21. Following an invitation launched within the round-table discussion, the representatives of the DESFB subsequently participated, as moderators, in the international Conference “Roma Women for Equality” (held in July 2012, in Timisoara).

22. Within the collaboration with the UNFPA Romania, DESFB participated as a permanent member in the working group meetings for the organisation of the Romanian Gender Equality Observatory, whose main areas of interest were the labour market, education, healthcare, migration, social inclusion and the elimination of gender roles and stereotypes.

23. The role of the working group was to take stock of the public policies in the field of the equality between women and men and to analyse the results of these measures, the legislation in the field of anti-discrimination, academic publications in the field of gender equality, studies and research in the field, and also developing a database of the non-governmental organisations active in the field of the equality between women and men and human rights.

24. Based on the work of this group, UNFPA Romania, in partnership with the Faculty of Political Sciences and the Romanian Academy, launched, starting with March 2011, a series of monthly debates as “Feminine Romania”, addressed primarily to young people and journalists, covered topics such as discrimination, healthcare, family, family and professional values, etc., from the perspective of women’s contribution and the desirability of achieving a true gender parity in Romania. The DESFB representatives participated in these debates.

4. Area of intervention – participating in the decision-making process

Measure: Encouraging the balanced participation of women and men in the decision-making process

25. In the context of the collaboration actions with the UNDP Romania, within the UNDP project “Partnership Support of the UNDP Romania initiative to adopt the Declaration on the transposition of the global target of the Strategic Objective No. 3 Millennium Development on the female representation in Parliament”, held in the second half of 2010, DESFB experts participated in organizing workshops and round-table discussions on stimulating the participation of women in the decision-making process.

26. The workshops were organised in several internships and brought together representatives of the civil society, academic environment and political parties. Within these workshops, debates were held on the versions of the women representation percentage in the Parliament, as a target assumed by Romania until 2015, but also about the methods and tools to reach the percentage set.

27. With the support of the DESFB experts, a report was developed to establish the global targets of the Strategic Objective No. 3 Millennium Development, a document based on an analysis of the participation level of women in politics, and also a gender analysis on the public perceptions on increasing women’s representation in the political decision-making process. The final report of the project was presented and disseminated by UNDP to the political decision makers from the Government and Parliament, including within the round-table discussion on “Women in Parliament”, held at the Palace of Parliament, attended by the representatives of the parliamentary parties.

28. In the above context, starting with November 2010, DESFB has supported the legislative initiative on the introduction of the mandatory quota for the representation of

women in the political spectrum within the Romanian Parliament. The legislative initiative required the obligation of the electoral competitors in the parliamentary elections to ensure a minimum percentage of representation for women, in the list of the candidates, as follows: a minimum percentage of 40% for political parties and political alliance, a minimum percentage of 50% for the electoral alliances and a minimum percentage of 20% for the legally constituted organisations of citizens belonging to a national minority group.

29. The project was approved by the Senate on 09.05.2011 but was rejected by the Decisional Chamber of the Chamber of Deputies, on 05.03.2013. The legislative procedure was terminated by final rejection by the Chamber of Deputies.

30. Since 2011, annually, DESFB provides data and information on the national situation in order to annually update the on-line database of the European Commission on the situation of women and men in decision-making positions, an important tool for evaluating and disseminating comparable information on women and men in leadership positions, for the following fields: a) political; b) public administration; c) judicial; d) business and finance; e) social partners and NGOs. MMFPSPV, through DESFB, is responsible with the communication to the European Commission (COM) of the data on the public administration.

31. At the request of the DESFB, all ministries and the General Secretariat of the Government reported data on two decisional degrees and two levels of representation:

- Decisional degree 1 which includes the following decision-making positions (positions following the dignity): general secretary, deputy general secretary, general director and deputy general director;
- Decisional degree 2 which includes the following positions: director, deputy director, head department and head office (following the decisional degree 1);
- Level of representation A: the central governmental institution, namely the ministry and the General Secretariat of the Government;
- Level of representation B: local decentralized units of the ministries, institutions, agencies, other specialised bodies subordinated/under their authority, exclusively financed from the State budget.

32. The data and information collected for 2011, 2012 and 2013, processed and analysed within the DESFB, were the subjects of several analyses on the situation of women and men in decision-making positions in the central public administration, and to several comparative evaluations on the position of Romania in the online database of the European Commission on the gender equality in decision-making positions in the central public administration.

33. The analyses were posted on the site of the MMFPSPV, in the field of the equality between women and men (<http://www.mmuncii.ro/j33/index.php/ro/egalitate-de-sanse-intre-femei-si-barbati/1850-studii-nationale>), and were submitted to the COJES with the recommendation that it be analysed in their meetings, to other interested non-governmental organisations, were presented within the actions of the project “O.P.P.O.R.T.U.N.I.T.Y.”, and also within other events (workshops, round-table discussions, launch projects meetings) in which the DESFB experts participated.

34. The analysis “The representation of women and men in the Parliamentary elections” was elaborated in 2012. The situation of the nominations and mandates, based on the official data published by the Central Electoral Commission, it evaluated, from a gender perspective, the proportion of women’s and men’s representation in the parliamentary elections of 9 December 2012, both at the level of the nominations and also of the mandates assigned.

35. The analysis criteria were: the number and share of women and men on the electoral lists of nominations and mandates assigned, gender representation of the candidates and the elected members of the Parliament in total and, separately, for the Chamber of Deputies and the Senate, the regional representation of the candidates, and the elected members of the Parliament, and also the representation of the candidates and the officials with parliamentary mandate from political parties, and pre-electoral alliances including component political parties.

36. The analysis was posted on the site of the MMFPSPV, in the section “equality between women and men” (<http://www.mmuncii.ro/j33/index.php/ro/egalitate-de-sanse-intre-femei-si-barbati/1850-studii-nationale>) and was submitted to the COJES with the recommendation that it be discussed in their meetings, to other interested non-governmental organisations, and presented within other events in which the DESFB experts participated.

37. The analysis “Women’s and men’s representation in the elections for the local public authorities 2012” was developed, which targeted women’s and men’s representation both in electoral competition and also as elected candidates in the positions in local public administration, throughout the country: counties, municipalities, cities and communes.

38. Its aim was to highlight the interest of women and men in filling a position of political representation at local level — the nomination and also the electoral preferences of citizens depending on the gender — the elected candidates. The study does not refer to the political parties and alliances which are running in the electoral race; it focuses on the distribution by gender of the candidates and the elected candidates for the positions of President of the County Council, Member of the County Council and Mayor.

39. The analysis was posted on the site of the MMFPSPV, in the section “equality between women and men” (<http://www.mmuncii.ro/j33/index.php/ro/egalitate-de-sanse-intre-femei-si-barbati/1850-studii-nationale>), and was submitted to the COJES with the recommendation that it be discussed in their meetings, to other interested non-governmental organisations, and presented within other events in which the DESFB experts participated.

5. Area of intervention – evaluating and monitoring the evolution of the gender perspective in the national policies and programs

Measure: Implementing and monitoring the indicators developed according to the Beijing Platform for Action

40. According to the task of ensuring the exchange of information with the European organisations and other international organisations and institutions to which Romania is a party, for the field of equality between women and men, DESFB developed, at the request of several national and international organisations, contributions, points of view, other information on the situation of the equality between women and men in Romania, on the status of implementation of the existing indicators in the Beijing Platform of Action.

41. For instance, several elements were developed and submitted, either directly or through the Ministry of Foreign Affairs, including contributions, questionnaire replies, points of view, and sent to the Centre for Legal Resources (the Agency for Fundamental Human Rights’ focus point for Romania), to the Working Group of the UN Commission for Human Rights on discrimination against women, to the OSCE Secretariat, to the Office of the UN High Commissioner for Human Rights (OHCHR), to the Permanent Mission of Romania to the UN, and to the UN Human Rights Council.

42. Annually, the European Institute for Gender Equality — EIGE presents studies to the European Commission, which achieved in monitoring the areas of the Beijing Platform of Action. In order to develop these studies, DESFB consistently communicated statistical data and information on the situation of promoting and respecting the principle of gender

equality (especially on issues regarding employment in the labour market and social inclusion).

43. The final studies developed by the EIGE are disseminated to the COJES to be informed and presented in their meetings.

Running the FSE – POS DRU projects and other non-refundable projects

44. In order to implement the measures which have been undertaken in the general plan of action, several partnership agreements were concluded for the implementation of some projects which were co-financed from the European Social Fund, through the Sectorial Operational Program for Human Resources Development and also other European non-refundable funds. In chronological order, DESFB implemented, as beneficiary or partner, the following projects:

- The project “Lawyers for Equality”, financed by the Kingdom of the Netherlands Embassy through the FSA Grant program, having as main aim the increase of comprehension and interpretation of the test cases by lawyers, from the perspective of applying the principle of gender equality and respecting the national and community legislation in the field in the legal practice.
- The project “Entrepreneurship and gender equality.” An inter-regional pattern of entrepreneurial school for women”, aiming at the promotion of gender equality in the field of the entrepreneurship by stimulating the involvement of women, in general, and women in rural areas, in particular, to initiate and develop their own business, in the context of sustainable development of the communities from the counties situated along the western border of Romania.
- The project “Empowering women belonging to ethnical minority groups in the union structures”, implemented with the financial support of the Kingdom of the Netherlands Embassy through the FSA Grant program and the United States of America Embassy, through the Democracy Small Grants program.
- The project “Fem.RRom. — Improving the access of Roma women in the labour market and supporting the social economy: promoting and developing some integrated services by creating cooperatives for women, ensuring the access to formal education and developing some specialised and customized employment services”. The overall objective was to promote and support the creation of new jobs in the cooperatives for Roma women, by increasing their employment, enhancing their skills and employment opportunities.
- The project “Empowering Roma women in the labour market”, which had the overall objective of developing the capacity of trade unions to promote gender equality in the labour market for women belonging to vulnerable groups.
- The project “National public awareness campaign on gender equality and equal opportunities in the labour market, and institutional support for the development of the activity of the stakeholders interested in gender equality issues” — S.A.N.S.A. (partner). The overall objective of the project was to raise public awareness on gender equality and equal opportunities in the labour market and providing support for the development of the stakeholders interested in the gender equality issue.

45. Moreover, the Labour Inspection controls the implementation of the measures observing the equal opportunities for women and men in the field of labour relations and health and safety at work and the implementation of the general and special regulations on the equal opportunities stated in the following legal acts:

- Law no. 53/2005 — Labour Code, republished;

- Law no. 202/2002 on the equal opportunities for women and men, republished;
- Government Emergency Ordinance no. 96/2003 on the maternity protection at work, modified.

46. The notifications and complaints received by the Labour Inspection and the territorial labour inspectorates on the violation of the Law no. 202/2002, republished, are in most of the cases combined with violations of the labour legislation, respectively of the Labour Code, republished.

47. In general, the control activity carried out by the labour inspectors focused on the Law no. 202/2002, republished, is a preventive activity.

48. During the inspections, the labour inspectors particularly follow:

(a) How the disciplinary sanctions are stated in the interior order regulations of the enterprises, according to the law, for the employees which are violating the personal dignity of other employees by creating degrading, bullying, hostile, humiliating or abusive environments, through discrimination actions described in article 4 Para (a-d) and in article 11 of the law;

(b) How the employers inform all the employees on the prohibition of harassment (sexual or otherwise) at work, including by putting posters in visible places with the provisions of the internal rules and regulations, in order to prevent any gender discrimination act;

(c) If the employer stated in the collective work contract, concluded at enterprise level, some clauses which forbid the discrimination acts and also, clauses regarding the methods of solving the complaints submitted by the persons who are victims such prejudices.

49. For the period 2010-2012, the controls carried out according to the Law no. 202/2002, republished, has the following results:

<i>Indicators</i>	<i>2010</i>	<i>2011</i>	<i>2012</i>
No. of employers verified	36,920	38,923	38,060
No. of employers sanctioned	4,679	3,723	3,211
The total amount of the sanctions applied (lei)	14,000	6,000	19,500

50. The sanctions were applied for:

- Failure to introduce provisions meant to stop the discrimination based on gender criteria in the internal regulations of the enterprises;
- Failure to introduce disciplinary sanctions for the employees which attempt to other employees personal dignity in the internal rules and regulations.

51. In the control papers, the labour inspectors dispose measures in order to make employers observe the obligations stated in the text of the law with in order to promote the principle of non-discrimination based on gender.

52. The labour inspectors face difficulties during the inspection visits conducted in order to impose the observance of the law due to the lack or insufficient material proofs (papers issued by the employer, written declarations of the employees and/or the discriminated persons, etc.) needed to demonstrate the discrimination aspect in the field of labour relations.

Article 6 – Labour right

53. The unemployment among youth is a social issue with important implications at the level of the entire Romanian society, similar to most European Union countries. Therefore, the stimulation of occupancy among youth is one of the critical national priorities. The insertion of youth on the Romanian labour market is influenced by the factors such as: training, socio-economic status, technological changes, financial-economic crisis effects, the current condition imposing a permanent adaptation to the quickly occurring changes in constantly competitive environment. Taking into account the abovementioned issues, the Romanian Government considered the implementation of a set of measures that leads to the growing of the chances for youth on the labour market. The following initiatives have been aligned in this foreground:

54. *The conclusion of the National Plan for the Stimulation of Youth Occupancy for 2013 (PNSOT 2013)* is a document adopted by the Romanian Government on April 2013, which was established as annex to the National Transformation Schedule. PNSOT 2013 focused on the following two main targets: (1) development of the occupancy opportunities for youth by taking particular stimulation measures of the labour market and (2) the permanent adaptation of education and training of youth to the labour market requirements.

55. For the accomplishment of the first target, the following have been implemented:

- Measures intended to improve the employers' stimulation for the occupancy of youth: amendment of legislation regarding the decrease of the implementation provisions of active measures of the occupancy for youth graduates, the unemployed persons who are the only supporting parents of single-parental families and for the persons with disabilities; decrease of the implementation provisions of the occupancy active measures for the youth; provision of financial incentives to the employers who hire the youth under social marginalization risk;
- Measures intended to promote and encourage the entrepreneurial culture among youth for the establishment of new places of employment: introduction in the high school education for the study of optional subject "BE ACTIVE, PREPARE YOUR ACCESS TO SUCCESS!"; provision of advisory and support services for the commencement of an independent activity or for the initiation of a business by the youth; encouragement of the development of entrepreneurial activities by the organisation of national, regional, county and local competitions, whereby the business plans should be presented (solution contest);
- Measures for the development of youth mobility on the national and European labour market: amendment of legislation for the stimulation of territorial mobility for occupancy by granting the mobility premiums, including to the long term unemployed persons - granting an employment premium (twice the value of reference social indicator) and of an installation premium (7 times the value of the reference social indicator); the advisory of youth who want to obtain a job by the EURES services;
- Measures that increase the chances for the procurement of the first place of employment: change of the legislative framework regarding the apprenticeship at the place of employment; issuance of informative national campaigns regarding the training through apprenticeship at the place of employment, for the conclusion of apprenticeship contracts; conclusion and implementation of grant diagrams (irredeemable aid) financed by FSE, for the "apprenticeship at the place of employment for youth" training (especially for the Roma youth, the youth of the rural environment, youth with disabilities) - pilot projects intended to the training at the place of employment of youth; national organisation of a special Scholarship of

the places of employment for the youth subjected to the social marginalization risk, depending on the labour market request.

56. For the accomplishment of the second target, the following have been implemented:
- Measures related to the correlation of education and the initial and permanent training to the labour market requirements: the amendment of legislation for the provision of free assessment services of the skills acquired in the non-formal and formal system of training for the persons who are searching for a job; the conclusion of assessment instruments of skills in the IT field, acquired in the non-formal and informal contexts; provision of free assessment services of the skills acquired in the non-formal and informal contexts for the persons who are searching a job; conclusion and adoption of legislation regarding the accomplishment of internships for the upper education graduates; the implementation of legislation regarding the accomplishment of internships for the upper education graduates; the review of legislative framework regarding the professional status of IT specialists (re-assessment of specialization wherefore there is a tax deduction and introduction of new specializations;
 - Measures that facilitate the transition of youth from school to the labour market: the advisory of candidates for the European schedules (Leonardo da Vinci mobility, ERASMUS placements, Acting Youth) for the increase of the number of youth involved in the projects; conclusion and implementation of the grant diagrams (grant aid) financed by FSE, for the improvement of the insertion ability of youth on the labour market; the implementation of grant diagrams financed by the state budget through ME (Schedule for the stimulation of establishment and development of micro-businesses by youth entrepreneurs; the START Schedule; the National multi-annual schedule of establishment and development of technological and business incubators;
 - Measures intended to promote the volunteering for the purpose of acquiring work experience, respectively the improvement of the national legislative framework regarding the regulation of volunteering activities and its harmonisation with the European one;
 - Measures for the improvement of partnerships for the development of skills necessary to the labour market, externalised in the closure of cooperation protocols aiming to ensure the development of pupils' training internships; the increase of the education and training level of youth by the operationalising of MEN-ANOFM protocol;
 - Strengthening measures of the anticipation and answer ability to the needs identified on the competent market, the conclusion and implementation of the National framework of qualifications, respectively;
 - Development and institutional strengthening measures of the learning structures during their whole life: establishment of community centres for permanent education; development, strengthening and ensuring of the sector committee operation.
57. *The amendment and completion of Law no. 76/2002 regarding the system of insurances for unemployment and the stimulation of the occupancy of labour force*, was further amended and completed, by Law no. 250 of July 19, 2013, in connection with the simplification of the implementation way of stimulation measures of occupancy and decreasing the employers' liabilities.
58. Therefore, it was established a monthly provision, over 12 months, of a subsidy to the employers who employ with an open-ended contract, according to law, graduates of

education units, a subsidy with a differentiated value, depending on the education level, as follows:

(a) An amount equal to the value of the enforceable reference social indicator on the employment date, for the graduates of the lower cycle of high school or of the art and handicraft schools;

(b) An amount equal to 1.2 times the value of the enforceable reference social indicator on the date of employment, for the graduates of secondary education or post-high-school education;

(c) An amount equal to 1.5 times the value of the enforceable reference social indicator on the date of employment, for the graduates of upper education;

59. Also, the same type of subsidy has been provided, during 18 months, for employers who hire graduates with disabilities.

60. For the benefit of graduates of the education units and of the special schools, with a minimum age of 16 years, registered at the territorial agencies for the occupancy of labour force, if they employ full time, for a longer period than 12 months, it was established the provision from the budget of unemployment insurances of an employment premium equal to the value of the enforceable reference social indicator on the date of employment.

61. Also, measures have been established to promote the participation on the labour market of youth with a social marginalisation risk, which is issued by a personalised social cooperation, by information and promotion activities of their interests among the employers and by the valorisation of the place of employment.

62. The personalised social cooperation represents a group of services provided by ANOFM, by the territorial agencies for the occupancy of labour force, based on a solidarity contract concluded for 1-3 years, whereto the young person under social exclusion risk can access, for free, information and professional counselling, labour mediation, and placement to an employer whose labour offer was chosen as appropriate to the training, and other conditions included in the file concluded as registration to the person who is searching a job, in the record of the agency for the occupancy of the labour force.

63. The information and promotion activities of the interests of youth with a social marginalisation risk among the employers, for the integration on the labour market of these categories of persons, aim at:

(a) Awareness and promotion of the lawful provisions among the regional and local actors and of the social partners;

(b) Distribution of information regarding the advantages of employment of these categories of persons;

(c) Direct interaction with the employers who benefit of free jobs; d) identification by the insertion employers.

64. Also, it was established that the employers who hire youth with a social marginalisation risk and who benefit from a personalised social support based on a solidarity contract, called insertion employers, can benefit, on a monthly basis, according to legal provisions, from an amount equal to the basic salary, established on the date of employment of youth, but no more than twice the value of the reference social indicator, in force on the date of employment, until the expiry of the term of solidarity contract.

65. *Conclusion of the National Strategy for the Occupancy of Labour Force 2014–2020*, a strategic document approved by the Government Decision no. 1071 of December 11th, 2013, whereby the Action plan during 2014–2020 it was established the specific target 01, which aims “the development of occupancy among youth and extension of the active life of

aging people”. This specific target corresponds to the action direction “decrease of unemployment among youth and of the number of youth in the NEETs category” (youth who are neither included in the education nor in training, nor employed).

66. *Amendment and completion of the lawful framework regarding the apprenticeship at the place of employment* — Law no. 279/2007 republished. The intercession aims at easing the transition from unemployment or inactivity on the labour market by the apprenticeship as training route, as well as the procurement by the youth of a qualitative training skills and national skills, which allow the occupancy of a job and continuance of education. Also, the normative act provides for the development of training schedules by the certified training providers under lawful conditions and financing of training by other sources, too, than by the budget of insurances for unemployment, including that by the European Social Fund.

67. *Conclusion of the regulation framework of the accomplishment of internship by the upper education graduates* — Law no. 335/2013 regarding the issuance of internship for the upper education graduates who, for the compensation of qualification or experience lack for the easing therefore of the young upper education graduates of the educational system to a decent and lasting place of employment appropriate to the graduated education, provides the accomplishment of the internship based on a internship contract, which is concluded together with the conclusion of the individual labour contract, within a period of six months and which includes the rights and liabilities likely to provide them with the chance to learn from professionals, as well as good labour conditions and strengthening of training. Concurrently, financing sources for the internships have been established, through national and European funds (European Structural Funds), and also a stimulation measure of employers who conclude a internship contract under the conditions of this law, whereby they receive on a monthly basis, on request, from the unemployment insurance budget, during the development of the internship contract, an amount equal to 1.5 times the value of the social reference indicator, in the extent of funds assigned for this purpose.

68. At the same time, it was considered by this normative act the adaptation of Romanian legislation to the EU requirements regarding internships.

69. *The conclusion and implementation of “Guarantees for youth” pilot diagram*, approved by the Romanian Government on May 15th, 2013, by a Memorandum with the theme: Implementation of a “Guarantee for youth” pilot diagram, for the improvement of access on the labour market.

70. This diagram is financed by the Sector Operational Schedule Development of Human Resources 2007-2013 (POSDRU 2007–2013) and has an assigned budget of 10 million euro, distributed for two projects amounting to 5 million euro each, with a co-financing of 9% insured by each partner, depending on the assigned budget.

71. The two projects within this pilot diagram — “Guarantees for Youth!” and “Investment in youth, investment in our future!”, with the development during the period December 23rd, 2013 — June 30th, 2015 aim towards the employment of 600 young persons.

72. The target group is made of 5.052 young high-school graduates who failed their final high-school exam. The selected target group takes part in the category of NEETs youth. The selected youth benefit from a personalised action plan, appropriated to the identified needs, consisting of the access to the integrated services of information, advisory and orientation, training (qualification courses certified by the National Authority for Qualifications), apprenticeship, prospection and mediation, for the occupancy of a place of employment and support in the independent business initiation.

73. *Conclusion of the Implementation Plan of Guarantees for Youth 2014–2015*, assigned by the Romanian Government on December, 2013, by a Memorandum with the

theme: Conclusion of the Implementation Plan of Guarantees for Youth 2014–2015, whereby Romania fulfilled the application liability of the Recommendation of the European Council on April 22nd, 2013, benefitting therefore of the additional funds assigned by the initiative regarding the Occupancy of Youth.

74. The strategic document under implementation since January 1st, 2014, includes several support measures integrated in a strategic approach and adapted to the national circumstances; these measures are to be financed by multiple sources: the state budget, the budget of unemployment insurances, the Structural and Investment Funds assigned for the period 2014–2020, as well as by the funds of the initiative for the Occupancy of Youth and are focused on the early intervention and impulses for the activation of youth. The initiatives planned within the Implementation Plan of Guarantee for Youth 2014 aim towards: the stimulation of occupancy on its own and of the entrepreneurship for youth; advisory and professional orientation; assessment and appreciation of professional skills obtained under non-formal and informal system; training; provision of mobility premiums, including the long term unemployed persons; provision of installation premiums, including the long term unemployed persons; subsidies granted to the employers for the employment of youth; granting personalised support for the youth with a social marginalisation risk, by conclusion of a solidarity contracts and provision of specific services, including that by granting subsidies to the insertion employers who hire persons of this category; the development of entrepreneurial skills among youth and easing of their access to financing (START); stimulation of establishment and development of micro-enterprises by young businessmen (SRL-D); mentoring of the youth who access the Schedule for the stimulation of establishment and development of micro-enterprises b the young businessmen (SRL-D).

75. At the same time, the National Agency for the Occupancy of Labour Force, a legal public institution, under the authority of the Ministry of Labour, Family, Social Protection and Elderly Persons, has, among its main prerogatives, the stimulation of the occupancy of labour force and the development of occupancy degree of labour force.

76. The system of the insurances for unemployment and stimulation of the occupancy of labour force are regulated in Romania by Law no. 76/2002, as further amended and completed, whereof provisions are applied by ANOFM, by its territorial structures.

77. The stimulation measures of the occupancy of labour force, provided by Law no. 76/2002 both refer to persons who are searching for employment, and to employers. Apart from the unemployed persons entitled to receive unemployment indemnity, both the un-indemnified persons, the persons who, for different reasons don't fulfil the granting conditions of indemnity, and the persons who are searching a job may benefit from the active measures provided by law.

78. The brief description of measures is shown by the annex I.

79. With respect to the required statistical data of the period 2009–2013, we attach the following:

- Annex I: The measures for the stimulation of occupancy of labour force, implemented by the National Agency for the Occupancy of Labour Force;
- Annex II: the number of registered unemployed persons, by genders, at the end of each month, during the period 2009–2013;
- Annex III: the total number of unemployed persons, at the end of each month, whereof the unemployed came from the private sector, during the period 2009-2013;
- Annex IV: the number of registered unemployed persons, at the end of each month, by age groups, during the period 2009–2013;

- Annex V: the number of registered unemployed persons, at the end of each year, by the environments: urban and rural during the period 2009–2013.

80. In the table attached (Annex VI), the requested data has been provided, divided on full time and part-time individual employment contracts, on public and private sectors, on gender and age groups, as well as rural and urban areas.

Article 7 – The right to fair working conditions

81. Article 41 Para. (4) of the Romanian Constitution provides that for equal work, women have equal pay with men.

82. Article 5 Para. (2) of Law no. 53/2003 — Labour Code, republished, with subsequent amendments, provides that any direct or indirect discrimination against an employee based on gender, sexual orientation, genetic characteristics, age, nationality, race, colour, ethnicity, religion, political opinion, social origin, disability, family status or responsibilities, trade union membership or activity is prohibited.

83. Article 159 Para. (3) of the Act provides that in determining and awarding the wage any discrimination on grounds of sex, sexual orientation, genetic characteristics, age, nationality, race, colour, ethnicity, religion, political opinion, social origin, disability, family situation or responsibility, trade union membership or activity is forbidden

84. Note that in the public sector legislation there are no regulations that establish wage differences by gender and competitive sector, we specify that wages are determined by negotiation.

Areas of intervention – labour market

Measure: Reducing the pay gap by gender

85. In August 2012 DESFB organised the roundtable on “Reducing the pay gap by gender”, the meeting attended by representatives of specialised directorates within MMFPSPV, the National Institute for Labour and Social Protection, trade unions, employers’ associations, as well as of NGOs involved in the field.

86. The purpose of the meeting was to debate wage policies and practices and possible actions to reduce wage differences between men and women, measures which can be taken to eliminate discrimination and gender stereotypes in payment systems.

87. Information on the mechanism of reviewing the amount of the national gross minimum wage guaranteed in payment

88. According to the regulations of the Labour Code (chapter II, art. 164-165), the national gross minimum wage guaranteed in payment, corresponding to the normal work schedule is established by Government decision, after consultation with trade unions and employers.

89. At the national level, due to the adoption of measures to reduce the effects of the economic crisis, during 2009–2010, there has been a stagnation of the minimum gross salary amount — 600 lei.

90. The year 2011 marked a significant increase in the amount of national gross minimum wage in the country, the amount of which is set at 670 lei, according to Government Decision no. 1193/2010 to establish national minimum gross wage guaranteed in payment.

91. Also, the increasing trend continued in 2012, the amount of the national gross minimum wage was increased to 700 lei, according to Government Decision no. 1225/2011 to establish national minimum gross wage guaranteed in payment.

92. According to art. 164 of Law no. 53/2003 — Labour Code, republished, with subsequent amendments, the national minimum gross salary guaranteed in payment, corresponding to the normal work schedule is established by Government decision, after consultation with trade unions and employers.

93. In 2009, the national gross minimum wage guaranteed in payment was set at 600 lei per month for a full-time program of 170 hours per month (according to Government Decision no. 1051/2008).

94. The national gross minimum salary guaranteed in payment of 600 lei increased by 11.1% compared to October 2008 and by 20% compared to January 2008, increases that exceeded inflation rate in 2009 of 5.59% according to the National Institute of Statistics.

95. When establishing the national minimum gross wage guaranteed in payment, the macroeconomic indicators and productivity are taken into account.

96. The Labour Inspection controls the implementation of the measures meant to insure the observance of the equal pay for equal work for men and women principle, when violations of this principle are reported, but there are no separated statistical data recorded at the institution level.

97. The modification of the national gross minimum base wage, guaranteed in payment, corresponding to the normal work program, is established by Government Decision, after consultation with trade unions and employers organisations.

98. For the period 2010-2012, the national gross minimum base wage had the following values:

- 1st of January 2009 — 31 of December 2010 — G.D. no.1051/2008; 600 lei/month for a complete work program on an average of 170 hours/month;
- 1st of January 2011 — 31 of December 2011 — G.D. no. 1193/2010; 670 lei/month for a complete work program on an average of 170 hours/month;
- 1st of January 2012 — 31 of January 2013 — H.G. nr. 1225/2011; 700 lei/month for a complete work program on an average of 169,333 hours/month.

Article 8 – Right to form trade unions

99. Regarding concrete measures taken to prevent employment based on non-affiliation with trade unions or failure to form a trade union, we mention that national legislation provides specific provisions in this regard. Thus:

- Law no. 53/2003 republished (Labour Code) guarantees freedom of association of employees (Article 7) and the right of employees to form or join a union (Article 39, paragraph 1, letter M), recognizes the exercise of union right of employees to all employers (art. 217) and prohibits any act of interference of employers or employers' organisations, directly or indirectly, in the formation of trade unions or in the exercise of their rights (art. 218).
- Law no. 62/2011, republished (Social Dialogue Law) provides that no person may be compelled to either become part of a union or leave it (art. 3, para. 3), prohibits any interference by employers and their organisations liable to restrict or hinder the exercise of the right to organize their administration and activities (art. 7) and establishes specific penalties (art. 21, para. 1, letter a).

100. Referring to measures guaranteeing full protection against acts of discrimination based on union membership, note that national legislation also provides for specific provisions in this regard.

101. Law no. 53/2003, republished (Labour) prohibits:

- Any direct or indirect discrimination against an employee on the grounds of trade union membership or activity (art. 5, para. 2).
- Dismissal of employees on the grounds of trade union membership or activity and exercise, under the law, of trade union rights (art. 59).
- Discrimination on grounds of trade union membership or activity in determining the wage (art. 159, para. 3).

102. The Labour Inspectorate is the body tasked with enforcement of labour legislation and the establishment of offenses and penalties is made by labour inspectors.

Article 9 – Right to social security

103. Considering the pressures and risks posed by the economic crisis and also the need to support economic growth and reduce inflation, the Romanian Government has adopted a series of immediate measures likely to ensure a climate of social protection based on the principle of contribution and solidarity in promoting social progress.

104. Thus, the Emergency Ordinance no. 28/2009 on the regulation of social protection measures was adopted.

105. The measures addressed a target group made of people who are most affected by the immediate consequences of the economic crisis, people who have already lost their job or who were at risk of losing it.

106. Thus, notwithstanding the provisions of art. 39 para. (1) of Law no. 76/2002, as amended and supplemented, Government Emergency Ordinance 28/2009 provided that, for individuals whose employment or service relationship terminate after the entry into force of the legislation, but no later than 31 December 2009, the period for granting unemployment benefits established by law, shall be extended by three months.

107. This measure also addressed unemployed persons already receiving unemployment benefit upon entry of said Ordinance into force, where the granting period was also extended by 3 months from the date by which that entitlement was established.

108. Also, by this act it was established that during the temporary cessation of the employer's activity provided in art. 53 para. (1) of Law no. 53/2003 — Labour Code, as amended and supplemented, but not more than three months, the employer and workers benefit from a compensation of at least 75% of the basic salary corresponding to the position held, exempt from social security contributions, without affecting the status of insured of the worker.

109. It was also determined that the benefit amounts granted to employees as provided in art. 53 para. (1) Law no. 53/2003 — Labour Code, as amended and supplemented, are not included in wages and are not taxable for a period of maximum 3 months in 2009.

110. Given the positive effects of the temporary labour cost reduction measure on companies that have been forced to temporarily suspend their work, i.e. the beneficial influence on the unemployment rate in 2009, and taking into account the requests of the social partners, to give a positive signal to employers to opt for the maintenance of employment while the effects of the economic crisis were estimated to be longer and to avoid the loss of skilled workers in areas with potential for development / expansion after

economic recovery, the Romanian Government adopted a series of measures of social protection, also applicable for 2010, since February. Thus, the Emergency Ordinance no. 4/2010 on the regulation of social protection measures for 2010 envisaged the exemption from due social security contributions by law for the benefit of employees whose contracts are suspended and receive a compensation of at least 75% of the basic salary corresponding to the position occupied, as provided by art. 53 para. (1) of Law no. 53/2003, as amended and supplemented, and their respective employers, from February 2010, but no later than 31 December 2010, during the suspension of the individual employment contract by the employer, where the temporary interruption of activity according to art. 52 para. (1). d) of Law no. 53/2003 — Labour Code, as amended and supplemented, but not more than 90 days. The provision on non-inclusion in taxable wages of the allowance of 75% of the basic salary corresponding to the position occupied from which benefit the employees during the temporary cessation of the employer's activity has also been maintained.

111. Subsequent to this act, given the continued effects of the economic and financial crisis on the labour market in Romania and the risk that high unemployment rate remain stagnant and developed into long-term unemployment and inactivity, and taking into account the recommendations of the European Union, the International Labour Organisation and other international and European forums developing and implementing measures to stimulate employment, the Romanian Government issued Emergency Ordinance no. 13/2010 on regulating measures to stimulate the creation of new jobs and reduce unemployment in 2010.

112. This act established that the employers who hired unemployed persons in 2010 benefit from, for a period not exceeding six months, the exemption from social security contributions related to the employed unemployed, paid by employers by law.

113. However, to ensure an adequate level of protection for workers employed under this ordinance, it was provided that the period during which employers will not pay social security contributions to be a subscription period without payment of employer contribution.

114. Given the evolution of the economic crisis in 2009 and its expansion in the coming years, in 2009-2010 measures were imposed, in order to comply with the commitments undertaken by Romania by signing loan agreements with international financial institutions, agreements which were absolutely necessary for Romania's economic stability and for reaching deficit targets of the general consolidated budget in 2010.

115. The public pension system was one of the areas where, in 2009-2010, it was considered necessary and a priority to implement a reform, reflected in a series of steps, as follows:

1. Regulating minimum guaranteed social pension, as of April 2009;
2. Freezing the contribution corresponding to Pillar II of pension, in 2009;
3. Recalculation of the service and the military system pensions in the period July-December 2010 and payment under the recalculation since January 2011, when they were introduced to the public pension system;
4. Refusal of early retirement and partial early retirement in July-December 2010;
5. Possibility of retroactive payment of social security contributions up to 5 years, the regulations in force in the period November-December 2010;
6. Denial of holiday vouchers since 2010;

7. Freezing pension point value to 732.8 lei in the period October 2009-December 2012;

8. By reforming the public pension system by drafting a new law, it establishes a homogenous system of public pensions for all occupational groups. This bill was drafted in 2009-2010, and was approved in December 2010, entering into force on 1 January 2011. Adopting a homogenous public pension law was motivated by a number of macro-economic and social factors through the development of this bill, ensuring the reform in the following areas:

- Equalisation of the standard retirement age;
- Increasing the retirement age for active military personnel, soldiers and volunteers, policemen and civil servants with special status in the penitentiary system, national defence, public order and national security;
- Integration of persons belonging to the systems not integrated in the public pension system (active military personnel, soldiers and volunteers, policemen and civil servants with special status in the penitentiary system, national defence, public order and national security), in the unitary public pension system;
- Establishing procedures to regulate the pension point value;
- Discouraging the number of partial early retirement by increasing the pension penalty amount;
- Increasing the number of contributors to the unified public pension system with those deriving income from professions, managers, family business;
- Implementation of more stringent criteria regarding access to disability pension and discouraging abusive disability retirement, medically unjustified.

116. In 2010, due to the need for measures to help restore the budget balance, Law no. 118/2010 on measures necessary to restore budget balance was approved, which, as of July 2010:

- Reduced the amount of parental allowance granted under Article 1 of the Government Emergency Ordinance nr. 148/2005 on family support for child rearing by 15%. The measure of reducing the amount of parental allowance was applied until the end of 2010;
- The gross amount of wages / military pay / monthly allowances of employment, decreased by 25%. If from the reduction with 25% it results a value less than the minimum gross wage guaranteed in payment, the amount to be awarded is 600 lei;
- Several laws were repealed, which have established the following social benefits: financial support to establishing a family, trousseau for newborns, allowance for newborn children, they are no longer granted since July 2010.

117. The measures which were taken after reducing the amount of parental allowance, i.e. wages / military pay / monthly allowances of employment are:

1. Regarding the amount of parental allowance, by the Government Emergency Ordinance no. 124/2011 and Law no. 166/2012 was carried out the increasing the amount thereof, as follows:

- By Governmental Emergency Ordinance 124/2011, amending and supplementing certain laws governing social benefits the amount of the allowance was changed to 75% of the average income in the past 12 months;

- Thus, parents with children born after January 1, 2011, in the year prior to childbirth, have received for 12 months income subject to income tax, optionally benefited from 1st January to 30 September 2012, from the following rights:

(a) Parental leave for children under 1 year old, as well as benefitting from a monthly allowance, worth 75% of the average of the net income received during the last 12 months. It cannot be less than 600 lei and no more than 3,400 lei. Persons entitled to this benefit who received income from wages, self-employment or farming are subject to income tax prior to the child reaching the age of one year, and were entitled to an monthly insertion incentive equal to the amount of 500 lei for the remainder of the child reaching the age of two years. For people receiving monthly allowance and who have requested the right to insertion incentive, the payment of this allowance shall be suspended.

(b) Parental leave for children under 2 years old, as well as a monthly allowance, worth 75% of the average of the net income received during the last 12 months. It cannot be less than 600 lei and no more than 1,200 lei.

(c) For disabled children, the allowance is granted until the child reaches the age of 3 years, amounting to 75% of the net income achieved in the last 12 months, and cannot be less than 600 lei or higher than 3,400 lei. The beneficiaries of this allowance are entitled to insertion incentive.

- Subsequently, adoption of Law nr. 166/2012 established the increase from 75% to 85% of the average income in calculating the allowance for raising children, as of the rights from the month of October 2012.

2. Regarding the reduction by 25% of the gross amount of wages / military pay / monthly employment allowances by Law no. 285/2010 on the salary in 2011 of staff paid from public funds, the gross amount of basic salaries / basic military pay / salaries of basic function / employment allowances, as were granted to the staff paid from public funds for October 2010, is increased by 15%. Subsequently, according to Government Emergency Ordinance no. 19/2012, the gross amount of basic salaries / basic military pay / salaries of basic function/ employment allowances from which benefits the staff paid from public funds shall be increased in two stages, as follows:

(a) By 8%, as of June 1st, 2012, as opposed to the level awarded for May 2012;

(b) By 7, 4%, as of December 1st, 2012, as opposed to the level awarded for November 2012.

Also, since 2010 the gross minimum wage in the economy recorded steady growth:

<i>Period</i>	<i>Gross minimum salary (lei)</i>
2010	600
2011	670
2012	700
2013	700
January	700
1 Feb – 30 Jun	750
1 July	800
2014	800
1 Jan – 30 Jun	800
1 July	900

The main selective benefits of welfare, based on testing the livelihood of the single person or family are “family support allowances”, an income support to ensure minimum income and aid for heating. Testing the livelihood of potential beneficiaries of social services is the procedure of assessment of the revenues and movable and immovable property owned by the person or family, needed to cover their consumption needs.

In October 2013, by adopting the Government Decision no. 778/2013, legislation changed the benefits listed above, with the purpose of establishing a unified model of application and social inquiry; prior to adoption of this act, only a list of goods whose possession disqualify social aid was regulated. Currently, exclusion is also done if net annual production of goods provided by legislation (buildings and other movable property, plots of land, animals and birds) exceed the aggregate amount of 1,000 euro for one person, namely the sum of EUR 2,500 for family.

In May 2013 the Government Emergency Ordinance no. 42/2013 to amend Law no. 416/2001 and Law no. 277/2010 was adopted. This has provided the increase of the income limit to be granted as family support allowance from 370 lei/family member to 530 lei/family member, with modification of the two intervals of income to 0-200 lei/person and 201 lei/person — 530 lei/person, as well as the increase of the amount of the allowance by 30%, starting with the rights as of July 2013.

3. The guaranteed minimum income (GMI) is one of the most important programs to promote social inclusion and combating poverty. The legislation governing this program is Law no. 416/2001 on minimum wage, as supplemented and amended. According to this law, the minimum income is ensured through granting a monthly social aid, on application and affidavit, accompanied by documents regarding family composition and income to its members, application which is recorded at the mayor of the locality or, where appropriate, the district of Bucharest Municipality. Law no. 416/2001 was amended in May 2013 by Government Emergency Ordinance no. 42/2013 for the purpose of raising the minimum guaranteed income by 8.5% from the month of July 2013 and by 4.5% starting with the rights as of January 2014. For individuals / families with welfare rights previously established in July 2013, for the month of December 2013, transitional measures consisting of awarding the difference between the new minimum income level and the one set above were provided.

Article 10 – Family, mothers and children protection

118. Families and single people who have low incomes can receive aid for heating. These aids were covered by the Government Emergency Ordinance no. 5/2003 on aid for heating, as well as some public facilities for the payment of heating, now repealed, and in 2011 the legal framework governing such aid is determined by the Government Emergency Ordinance no. 70/2011 on social protection measures during the cold season, which gives some measure of social protection of the population represented by monthly support to cover part of the cost of home heating during the cold season, as well as billing and payment of thermal energy.

1. District heating system

119. The users of district heating system received from the state budget through the Ministry of Labours’ budget, based on net average monthly income per family member, a monthly indemnity by percentage compensating of the actual amount of heat bill, compensation ranged from 10% to 100%. For welfare recipients, the compensation was paid at 100%.

2. Heating homes with natural gas

120. For heating homes with natural gas, the law established the indemnity from the state budget in different amounts depending on the net monthly income per family member. The minimum amount is 19 lei and the maximum is 262 lei.

3. Heating homes with electricity

121. In the cold season the legislation provided the introduction of indemnities for people using only electricity for heating. Income ceiling to which they received such aid was 615 lei net average income per family member.

4. Heating homes with wood, coal or oil fuel

122. The indemnity for heating homes with wood, coal and oil fuel was also granted from the state budget, according to the level of income in amounts between 16 and 54 lei. Income ceiling to which they received such aid was 615 lei net average monthly income per family member. For welfare recipients the sum paid was 58 lei.

Annexes

Annex I

Measures adopted by the National Agency for the Occupation of the Labour Force to stimulate the occupation of the labour force

1. Information and professional counselling

1. Informational and professional counselling constitutes an ensemble of services offered free of charge to persons in search of employment, which aims to:

- Supply information regarding the job market and the evolution of occupations;
- Evaluate and self-evaluate personalities toward professional orientation;
- Develop abilities and self-confidence of individuals in search of employment, with the aim of making a decision on future careers;
- Train in methods and techniques of job-searching.

2. Labour mediation

2. Labour mediation is the activity realised by bringing together employers and individuals in search of employment, in order to establish employment relations.

3. Professional training

3. Professional training programmes ensure, according to law, the initiation, qualification, requalification, perfecting and specialisation of individuals in search of employment.

4. The manner in which the professional training for individuals in search of employment shall be realised is through: courses, internships (practice and specialisation), as well as other through other means, in accordance with the law. Professional training of individuals in search of employment shall be realised by the agencies for the occupation of the labour force, through their subordinate centres for professional training, and through the regional centres for professional training of the National Agency for the Occupation of the Labour Force, as well as through professional training suppliers, from the public or private sector, in accordance with in-force legislation.

5. Through the amendment of Law no. 76/2013 by Law no. 250/2013, the evaluation and certification of competencies earned through means other than formal was introduced.

6. In regard to the certification of professional competencies earned through means other than formal, individuals registered at the agencies for the occupation of the labour force can benefit, free of charge, from evaluations and certifications of competencies earned through means other than formal, the financing of which is ensured by the unemployment insurance budget, a single time for each period in which the individual is searching for employment.

7. Access to free evaluation and certification services for competencies earned through means other than formal, granted by the agencies for the occupation of the labour force, is done following the informing and professional counselling (or mediation) of individuals in search of employment. This is done in cases where it is noted that the individuals do not hold a professional competencies certificate, a qualification or graduation for the competencies units, the occupation or the qualification for which the evaluation of professional competencies is ensured and the individuals do not have any restricted medical conditions in regards to said services.

4. Consultation and assistance for the inception of an independent activity or for the initiation of a business

8. Consultation and assistance for the inception of an independent activity or for the initiation of a business is granted, upon request, to individuals in search of employment, as legal, marketing, and financial services and as efficient management techniques and methods, as well as other consulting services.

5. Supplementation of employee salary income

9. Individuals who receive unemployment benefits in the period stipulated by law and who become employed, according to law, with a normal work schedule, are entitled, from the moment of employment to the end of the period in which they were entitled to unemployment benefits, to a monthly non-taxable sum, granted from the unemployment insurance budget, in equal to 30% of the original unemployment benefit, and, if applicable, recalculated in accordance with in-force legislation.

10. Graduates of education institutions and of special schools, of a minimum age of 16, registered at the agencies for the occupation of the labour force, in the case where they are employed with a normal work schedule, for a period of more than 12 months, can benefit from an framing allowance, equal with the value of the social reference indicator in force at the time of the appointment, from the unemployment insurance budget.

6. Granting of gratuities to graduates

11. The graduates to whom the right to unemployment indemnity has been established, according to law, in a locality situated more than 50 km away from the locality in which they have their residence, can benefit from an allowance granted from the unemployment insurance budget, equal to the unemployment indemnity rightfully theirs, in accordance with the law, until the expiration of the period they were entitled to, regardless if they had become employed or not. This right is granted to graduates who maintain labour relations for a period of no less than 12 months from the moment of employment.

7. Stimulation of the mobility of the labour force

12. Individuals who, during the time they benefit from unemployment indemnities, have their residence 50 or more km away from the location of employment, in accordance with the law, can benefit from an allowance granted from the unemployment insurance budget, equal to twice the value of the social reference indicator in force at the time of the appointment.

13. Individuals who, during the time they benefit from unemployment indemnities, have their location of employment in another locality and as a consequence, change residence, in accordance with the law, are granted an installation allowance, from the unemployment insurance budget, equal to seven times the value of the social reference indicator in force at the time of the appointment.

14. After the modification of Law no. 76/2013 by Law no. 250/2013, the framing allowance and the installation allowance is also granted, upon request, to long-term unemployed individuals, who are registered at the agencies for the occupation of the labour force and do not benefit from unemployment indemnities.

8. Subsidising jobs for graduates

15. Employers who employ graduates of an education institution with an open-ended contract receive a monthly allowance, for 12 months, for each graduate:

(a) A sum equal to the value of the social reference indicator in force at the time of employment, for graduates of the inferior high-school cycle or graduates of vocational schools;

(b) A sum equal to 1.2 times the value of the social reference indicator in force at the time of employment, for graduates of superior secondary education or post-high-school education;

(c) A sum equal to 1.5 times the value of the social reference indicator in force at the time of employment, for graduates of superior education;

(d) Employers who employ graduates with disabilities, with an open-ended contract, will receive, for each of them, the same allowance as for the graduates of some education institutions, differentiated by the level of studies, but on a period of 18 months.

16. Employers who, in relation to the number of employees, have no obligation, in accordance with the law, to employ persons with disabilities, but choose to employ persons with disabilities with an open-ended contract, will receive a monthly allowance for 12 months for each employed person from said category, equal to the value of the social reference indicator in force at the time of the appointment, with the condition that the labour relations will be maintained for at least 2 years.

17. In the case of application of said measure, the employer is conditioned to maintain labour relations with employed graduates for at least 18 months from the time of the appointment.

9. Subsidising jobs for unemployed persons older than 45 years or for unemployed persons which are the sole providers of their mono-parental families.

18. Employers who hire unemployed persons older than 45 years or unemployed persons which are the sole providers of their mono-parental families, with an open-ended contract, will receive, on a monthly basis, over a period of 12 months, a sum equal to the value of the social reference indicator in force at the time of the appointment for each individual employed, with the condition that labour relations will be maintained for at least 2 years. Employers who hire persons with disabilities, with an open-ended contract and maintain labour relations for at least 2 years can also benefit from these facilities.

10. Subsidising jobs for unemployed persons who are 5 years away from retirement

19. Employers who hire, in accordance with the law, unemployed persons who in 5 (five) years from the moment of employment fulfil the conditions, as the law stands, to request partial anticipated pension, or who are granted a pension for age limit, if they do not fulfil the conditions to request partial anticipated pension, will benefit, during their time of employment, until the time where the respective conditions are met, from a sum equal to the value of the social reference indicator in force at the time of appointment, given from the unemployment insurance budget.

11. Granting of credits in advantageous conditions

20. For the creation of new work placements through the creation of developing of small and middle-sized enterprises, co-operative units, individual enterprises, family enterprises, as well as through independent activities carried out by self-employed persons, credits in advantageous conditions may be granted from the unemployment insurance budget.

12. Facilities granted to employers

21. Employers who hire unemployed persons, with whom they maintain labour relations for a period of no less than 6 months from the moment of employment, will benefit from a reduction of the sum representing the contribution the employer is to pay to the unemployment insurance budget.

22. The reduction of the contribution is granted at the beginning of the following fiscal year, for a period of 6 months and consists of the diminution of the monthly outstanding sum with 0.5% for each percentage from the number of the newly-employed personnel, in the conditions provided from the average number of personnel employed with individual labour contracts from the respective year.

23. Through the modification of Law no. 76/2013 by Law no. 250/2013, the following section was introduced: Promotion of participation on the job market by young individuals with social marginalisation risk.

24. Employers who hire young individuals on the conditions of a solidarity contract, as Law no. 116/2002 on the prevention and combating of social marginalisation stipulates, will enter into conventions with the National Agency for the Occupation of the Labour Force, through which the Agency will commit to reimburse the monthly salary established at the beginning of the time of employment of the abovementioned young individuals, but not exceeding 75% of the national average net wage.

25. If, at the time of cessation of the solidarity contract, the employers will hire young persons with an open-ended contract, they will be eligible, on the basis of the abovementioned convention, to benefit from a monthly reimbursement of a sum, equal to 50% of the unemployment benefit the young person would have been entitled to at the moment of reduction in force, according to law.

13. Apprenticeship at the work place

26. Apprenticeship represents the professional training at the work place on the basis of an apprenticeship contract and regulated by Law no. 279/2005 on apprenticeship at the work place, republished and supplemented. The professional training programme through apprenticeship at the work place constitutes an integral part of the apprenticeship contract.

27. According to art. 16, Para (2) of Law no. 279/2005, the employer who enters into an apprenticeship contract at the work place will receive, on request, a monthly sum equal to 60% of the value of the social reference indicator for unemployment and stimulation of the occupation of the labour force from the unemployment insurance budget for each apprentice, during the period of the apprenticeship contract, according to Law no. 76/2002 in regard to the unemployment insurance system and stimulation of the labour force, revised and supplemented. The granting of the sums is realised on the basis of the convention established between the county agencies for the occupation of the labour force or the Municipality of Bucharest, and the employers in no less than 30 work days from the date of expiration of the trial period contained within the apprenticeship at the work place contract.

14. Stimulation of employment for pupils and students

28. The National Agency for the Occupation of the Labour Force implements the measures contained in Law no. 72/2007 in regard to the stimulation of employment for pupils and students, which provides for the stimulation of employers to hire pupils and students during vacations. The National Agency for the Occupation of the Labour Force grants monthly financial stimulant equal to 50% of the value of the social reference indicator, for a period of maximum 60 calendar days, per year, for one person, from the unemployment insurance budget.

Annex II

Number of unemployed registered at the end of each month, by gender

		<i>Jan</i>	<i>Feb</i>	<i>March</i>	<i>April</i>	<i>May</i>	<i>June</i>	<i>July</i>	<i>August</i>	<i>Sept</i>	<i>Oct</i>	<i>Nov</i>	<i>Dec</i>
2009	Total number of unemployed	444,907	477,860	513,621	517,741	526,803	548,930	572,562	601,673	625,140	653,939	683,123	709,383
	of which, women	198,013	207,574	221,366	224,291	229,184	240,224	252,043	265,945	276,444	288,556	298,091	302,124
2010	Total number of unemployed	740,982	762,375	765,285	738,187	701,854	680,782	679,495	675,790	670,247	645,453	633,476	626,960
	of which, women	306,977	311,541	314,330	305,670	291,072	283,335	286,494	289,490	289,336	279,114	272,324	264,401
2011	Total number of unemployed	614,976	600,308	539,666	493,438	453,067	435,961	435,152	437,811	439,928	444,000	454,978	461,013
	of which, women	255,395	247,591	223,365	207,062	193,370	188,400	192,270	198,327	201,371	202,710	205,992	203,677
2012	Total number of unemployed	473,569	473,866	454,541	425,841	409,938	404,114	429,043	441,220	442,196	456,148	476,321	493,775
	of which, women	205,133	203,474	195,612	185,827	179,632	178,398	191,949	199,159	199,723	204,480	210,405	210,795
2013	Total number of unemployed	513,349	510,409	492,427	467,089	443,985	438,110	466,932	443,610	428,866	489,260	507,607	512,333
	of which, women	212,943	209,764	203,423	193,791	184,193	182,917	198,292	191,198	187,511	212,291	219,288	215,781

Annex III

Number of unemployed registered at the end of each month, of which unemployed from the private sector

		<i>Jan</i>	<i>Feb</i>	<i>March</i>	<i>April</i>	<i>May</i>	<i>June</i>	<i>July</i>	<i>August</i>	<i>Sept</i>	<i>Oct</i>	<i>Nov</i>	<i>Dec</i>
2009	Total number of unemployed	444,907	477,860	513,621	517,741	526,803	548,930	572,562	601,673	625,140	653,939	683,123	709,383
	of which, unemployed from the private sector	319,902	347,707	385,788	396,532	415,106	435,765	460,254	483,496	500,625	523,635	549,501	578,280
2010	Total number of unemployed	740,982	762,375	765,285	738,187	701,854	680,782	679,495	675,790	670,247	645,453	633,476	626,960
	of which, unemployed from the private sector	605,371	622,765	623,518	601,507	571,559	551,916	547,266	528,595	527,105	503,128	492,843	486,483
2011	Total number of unemployed	614,976	600,308	539,666	493,438	453,067	435,961	435,152	437,811	439,928	444,000	454,978	461,013
	of which, unemployed from the private sector	475,940	453,606	404,888	365,105	334,798	133,580	126,961	126,961	118,679	120,606	129,407	141,581
2012	Total number of unemployed	473,569	473,866	454,541	425,841	409,938	404,114	429,043	441,220	442,196	456,148	476,321	493,775
	of which, unemployed from the private sector	153,101	158,767	153,338	145,324	138,791	135,748	133,252	131,452	130,902	136,901	148,512	168,175
2013	Total number of unemployed	513,349	510,409	492,427	467,089	443,985	438,110	466,932	443,610	428,866	489,260	507,607	512,333
	of which, unemployed from the private sector	186,969	190,405	183,516	174,475	162,230	156,018	153,538	149,144	146,924	152,684	160,295	173,772

Annex IV

Number of unemployed registered at the end of each month, by age groups

2009	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec
Under 25	70,634	69,354	68,347	63,663	62,609	64,616	77,451	94,357	104,919	109,857	110,661	109,928
Share of youth unemployed in total unemployed (%)	9.53	9.10	8.93	8.62	8.92	9.49	11.40	13.96	15.65	17.02	17.47	17.53
25-29 years	38,497	41,693	46,097	46,681	46,876	49,086	50,593	52,322	54,059	56,986	60,395	61,826
30-39 years	116,183	127,290	139,242	141,437	145,113	151,133	153,670	156,769	160,519	167,872	175,593	183,547
40-49 years	116,370	128,004	140,050	142,821	146,846	154,109	158,148	162,328	166,329	174,214	183,619	193,897
50-55 years	66,181	71,151	77,399	78,836	80,384	83,536	85,244	87,460	89,610	93,238	98,182	102,948
over 55 years	37,042	40,368	42,486	44,303	44,975	46,450	47,456	48,437	49,704	51,772	54,673	57,237
Total	740,982	762,375	765,285	738,187	701,854	680,782	679,495	675,790	670,247	645,453	633,476	626,960

2010	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec
Under 25	107,462	104,638	102,920	97,715	88,635	78,081	87,783	103,375	107,653	104,934	103,425	99,142
Share of youth unemployed in total unemployed (%)	14.50	13.73	13.45	13.24	12.63	11.47	12.92	15.30	16.06	16.26	16.33	15.81
25-29 years	64,339	66,671	67,436	65,017	61,724	59,234	57,139	54,632	52,226	50,111	48,683	47,671
30-39 years	194,160	201,227	201,200	192,580	184,202	181,718	176,787	169,829	164,602	156,921	153,161	151,632
40-49 years	205,381	213,165	215,342	209,055	199,991	197,045	194,452	188,320	186,114	179,841	176,261	175,945
50-55 years	108,412	112,603	113,432	110,286	105,340	103,473	102,179	99,397	98,643	94,484	92,286	91,814
over 55 years	61,228	64,071	64,955	63,534	61,962	61,231	61,155	60,237	61,009	59,162	59,660	60,756
Total	740,982	762,375	765,285	738,187	701,854	680,782	679,495	675,790	670,247	645,453	633,476	626,960

<i>2011</i>	<i>Jan</i>	<i>Feb</i>	<i>March</i>	<i>April</i>	<i>May</i>	<i>June</i>	<i>July</i>	<i>Aug</i>	<i>Sept</i>	<i>Oct</i>	<i>Nov</i>	<i>Dec</i>
Under 25	92,038	82,223	61,888	52,758	43,034	40,455	56,875	72,124	79,979	79,677	84,002	81,911
Share of youth unemployed in total unemployed (%)	14.97	13.70	11.47	10.69	9.50	9.28	13.07	16.47	18.18	17.95	18.46	17.77
25-29 years	47,256	47,233	42,652	38,234	33,956	31,829	30,531	30,613	31,335	33,434	34,748	35,494
30-39 years	151,238	152,108	142,785	130,648	116,958	110,395	103,973	99,038	97,880	99,497	106,027	108,536
40-49 years	172,715	169,325	154,387	141,707	131,297	126,264	121,192	116,840	114,010	114,951	117,045	119,909
50-55 years	89,319	85,929	78,592	72,953	66,959	62,430	60,019	57,937	56,331	55,905	574,58	58,564
over 55 years	62,410	63,490	59,362	57,138	60,863	64,588	62,562	61,259	60,393	60,536	55,698	56,599
Total	614,976	600,308	539,666	493,438	453,067	435,961	435,152	437,811	439,928	444,000	454,978	461,013

<i>2012</i>	<i>Jan</i>	<i>Feb</i>	<i>March</i>	<i>April</i>	<i>May</i>	<i>June</i>	<i>July</i>	<i>Aug</i>	<i>Sept</i>	<i>Oct</i>	<i>Nov</i>	<i>Dec</i>
Under 25	77,333	71,722	59,275	49,256	44,281	43,867	73,160	87,948	91,603	89,999	89,002	87,261
Share of youth unemployed in total unemployed (%)	16.33	15.14	13.04	11.57	10.80	10.86	17.05	19.93	20.72	19.73	18.69	17.67
25-29 years	36,939	37,623	36,643	34,062	32,285	31,353	31,190	31,525	31,742	34,148	36,301	37,884
30-39 years	113,601	115,714	113,266	106,835	103,025	101,005	99,016	97,608	96,471	100,899	106,974	112,124
40-49 years	125,559	127,130	125,141	119,529	116,237	114,439	112,661	111,419	110,544	115,383	122,522	129,942
50-55 years	60,970	61,534	60,255	57,809	56,282	55,530	54,918	54,417	53,661	55,384	58,034	60,688
over 55 years	59,167	60,143	59,961	58,350	57,828	57,920	58,098	58,303	58,175	60,335	63,488	65,876
Total	473,569	473,866	454,541	425,841	409,938	404,114	429,043	441,220	442,196	456,148	476,321	493,775

2013	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec
Under 25	81533	71614	60360	49889	44320	45939	81571	88926	94231	9428	93639	90151
Share of youth unemployed in total unemployed (%)	15.88	14.03	12.26	10.68	9.98	10.49	17.47	20.05	21.97	3.26	18.45	17.60
25-29 years	40212	40793	39144	36739	34089	33111	32831	31074	30467	35697	37504	38086
30-39 years	119614	121337	118944	113796	107776	105041	102227	93309	87953	104007	109124	110955
40-49 years	138793	141173	139002	134422	129156	126701	124633	114763	108313	127006	133392	137337
50-55 years	63680	64400	63664	61895	59483	58454	57704	52993	49693	5819	60489	61352
over 55 years	69517	71092	71313	70348	69161	68864	67966	62545	58209	7008	73459	74452
TOTAL	513349	510409	492427	467089	443985	438110	466932	443610	428866	288965	507607	512333

Annex V

**Number of unemployed registered by the end of each year, by residential areas:
urban and rural, during 2009-2013**

<i>Year 2009</i>	<i>Number of unemployed</i>	<i>of which women:</i>
Total in December 2009	709,383	302,124
Urban	337,159	160,670
Rural	372,224	141,454
<i>Year 2010</i>	<i>Number of unemployed</i>	<i>of which women:</i>
Total in December 2010	626,960	264,401
Urban	274,901	130,124
Rural	352,059	134,277
<i>Year 2011</i>	<i>Number of unemployed</i>	<i>of which women:</i>
Total in December 2011	461,013	203,677
Urban	184,113	90,948
Rural	276,900	112,729
<i>Year 2012</i>	<i>Number of unemployed</i>	<i>of which women:</i>
Total in December 2012	493,775	210,795
Urban	188,858	91,992
Rural	304,917	118,803
<i>Year 2013</i>	<i>Number of unemployed</i>	<i>of which women:</i>
Total in December 2013	512,333	215,781
Urban	194,051	93,395
Rural	318,282	122,386

Annex VI

No. of individual employment contracts for the Romanian citizens, valid during the year

Year	Gender	Age group*	Working program			Employer			Location of the employer**		
			Total	Part time	Full time	Total	State	Private	Total	Urban	Rural
2009	F	[15, 24]	269,649	36,905	232,744	265,747	18,151	247,596	270,825	236,571	34,254
		[25, 54]	2,007,008	220,255	1,786,753	1,947,659	494,728	1,452,931	2,009,850	1,710,887	298,963
		[55, 64]	185,711	36,919	148,792	178,375	85,624	92,751	185,487	154,837	30,650
		[65, 99]	21,120	9,303	11,817	20,351	8,362	11,989	21,323	17,669	3,654
	M	[15, 24]	316,109	28,860	287,249	311,225	13,043	298,182	315,446	269,900	45,546
		[25, 54]	2,127,392	161,561	1,965,831	2,047,905	315,867	1,732,038	2,125,653	1,809,148	316,505
		[55, 64]	311,480	37,628	273,852	297,102	79,084	218,018	310,489	266,452	44,037
		[65, 99]	38,596	14,968	23,628	37,374	9,826	27,548	37,992	32,881	5,111
		Total	5,277,065	546,399	4,730,666	5,105,738	1,024,685	4,081,053	5,277,065	4,498,345	778,720
2010	F	[15, 24]	411,891	69,598	342,293	403,966	30,195	373,771	411,579	358,164	53,415
		[25, 54]	2,478,061	302,505	2,175,556	2,397,056	613,369	1,783,687	2,486,743	2,118,618	368,125
		[55, 64]	201,593	43,791	157,802	193,375	97,513	95,862	202,123	168,586	33,537
		[65, 99]	22,754	10,133	12,621	21,888	9,060	12,828	23,068	19,092	3,976
	M	[15, 24]	446,619	52,502	394,117	438,512	19,596	418,916	443,782	378,047	65,735
		[25, 54]	2,604,855	238,956	2,365,899	2,501,086	400,011	2,101,075	2,600,065	2,212,026	388,039
		[55, 64]	345,660	48,011	297,649	329,933	94,016	235,917	344,589	295,826	48,763
		[65, 99]	39,158	16,357	22,801	37,936	9,753	28,183	38,642	33,281	5,361
		Total	6,550,591	781,853	5,768,738	6,323,752	1,273,513	5,050,239	6,550,591	5,583,640	966,951
2011	F	[15, 24]	360,006	83,925	276,081	353,766	24,732	329,034	356,698	305,552	51,146
		[25, 54]	2,544,984	398,646	2,146,338	2,473,553	680,459	1,793,094	2,551,430	2,167,364	384,066
		[55, 64]	235,344	59,588	175,756	227,501	111,874	115,627	236,150	201,790	34,360
		[65, 99]	19,167	10,463	8,704	18,356	5,980	12,376	19,233	16,030	3,203
	M	[15, 24]	415,274	74,989	340,285	408,726	14,037	394,689	410,630	342,007	68,623
		[25, 54]	2,683,120	347,301	2,335,819	2,585,385	426,856	2,158,529	2,685,179	2,260,828	424,351
		[55, 64]	424,440	73,058	351,382	405,445	117,519	287,926	423,305	365,358	57,947
		[65, 99]	36,016	18,550	17,466	34,739	6,984	27,755	35,726	31,071	4,655
		Total	6,718,351	1,066,520	5,651,831	6,507,471	1,388,441	5,119,030	6,718,351	5,690,000	1,028,351

Year	Gender	Age group*	Working program			Employer			Location of the employer**			
			Total	Part time	Full time	Total	State	Private	Total	Urban	Rural	
2012	F	[15, 24]	395,184	106,527	288,657	387,004	22,490	364,514	395,184	337,993	57,191	
		[25, 54]	2,908,805	518,902	2,389,903	2,825,187	712,484	2,112,703	2,908,805	2,460,645	448,160	
		[55, 64]	304,859	81,173	223,686	294,879	135,981	158,898	304,859	260,747	44,112	
		[65, 99]	25,184	14,442	10,742	24,149	8,286	15,863	25,184	21,121	4,063	
	M	[15, 24]	473,916	98,767	375,149	466,433	14,363	452,070	473,916	392,858	81,058	
		[25, 54]	3,217,489	483,416	2,734,073	3,102,103	454,061	2,648,042	3,217,489	2,686,382	531,107	
		[55, 64]	527,662	94,082	433,580	507,316	133,603	373,713	527,662	453,424	74,238	
		[65, 99]	49,514	25,470	24,044	48,305	12,023	36,282	49,514	42,702	6,812	
			Total	7,902,613	1,422,779	6,479,834	7,655,376	1,493,291	6,162,085	7,902,613	6,655,872	1,246,741
	2013	F	[15, 24]	362,999	107,905	255,094	353,876	16,116	337,760	362,999	309,427	53,572
[25, 54]			2,906,639	545,037	2,361,602	2,816,664	671,881	2,144,783	2,906,639	2,455,471	451,168	
[55, 64]			329,334	87,274	242,060	318,266	140,287	177,979	329,334	281,150	48,184	
[65, 99]			28,288	16,732	11,556	27,020	8,885	18,135	28,288	23,736	4,552	
M		[15, 24]	437,666	98,823	338,843	429,963	12,125	417,838	437,666	360,794	76,872	
		[25, 54]	3,190,492	520,509	2,669,983	3,073,625	417,979	2,655,646	3,190,492	2,650,037	540,455	
		[55, 64]	548,307	99,373	448,934	526,201	135,774	390,427	548,307	469,975	78,332	
		[65, 99]	54,364	27,060	27,304	52,936	13,303	39,633	54,364	46,452	7,912	
			Total	7,858,089	1,502,713	6,355,376	7,598,551	1,416,350	6,182,201	7,858,089	6,597,042	1,261,047