

NATIONAL SCIENTIFIC RESEARCH INSTITUTE FOR LABOUR AND SOCIAL PROTECTION – INCSMPS BUCHAREST

The object of activity of the National Research Institute for Labor and Social Protection – INCSMPS is **research in social and humanist sciences**, with NACE code 7220. In accordance with article 3 of the Government Decision no. 1305/1996 and 1773/21.10.2004, the Institute's main object of activity is to „carry out **surveys and research with theoretical-applicative character in fields of national interest regarding the human resources management, social development and social protection in Romania**”.

The entire research activity performed by the institute, both within the research and development programs in which we participate and within the direct contracts with beneficiaries is founded on the creation and presentation of scientifically based alternatives in taking decisions regarding the social field at any level, as well as quantifying the efficiency and forecasting of the impact of various options, which allow for the elaboration, at national level, of policies in the labor market and social field, oriented towards meeting national social needs.

In accordance with its mission, the thematic areas of the research plans are consistent with the major objectives of the development strategies drawn up at EU level (Lisbon and Europe 2020) which establish courses of action that need to encourage the research in finding **innovative solutions** for the current major problems on the labour market and social protection (unemployment, poverty, discrimination etc.).

The **services transferred** are results of the accumulated expertise from previous research studies on pension systems. The *Beneficiary* is the National House for Pensions and Other Social Insurance Rights. The products, subjects to transfer are: *National operational database with the contribution record of the labour force throughout its active working life*, in total over 6 million records; *National database with information retrieved by scanning the work books for the entire active population of Romania*; *Technical assistance regarding the structure and maintenance of the database*.

Products transferred are regarding the anticipation of labour demand on short and medium term, as instruments to estimate the demand for skilled labour force in accordance with the requirements of the market were transferred to The Ministry of Education, Research, Youth and

Sports. **Products such as a labour market informational system** had been transferred to the National Agency for Employment.

Beside the work and specific results transferred to MMFPS, the researchers from INCSMPS have participated as **experts and direct consultants in national committees and working groups of the ministry or government** that developed background documents for new strategies, programs or analyze the progress of the current programs, INCSMPS being represented in the following working groups: *National Commission on Population and Development of The United Nations Population Fund (UNFPA); Governmental Commission on Combating Undeclared Work, National Commission on Gender Equality.*

INCSMPS is authorized by the National Council for Adult Vocational Training in accordance with Government Decision no 129/2000 to organize professional training activities in management area, being registered in the National Register Of Adult Vocational Training, registration number 40/2496/29.05.2008.

INCSMPS has **members in EU research structures and project evaluators in EU research programs**, as follows: COST Committee – 1 member, FP7 Programme Committee Social Science and Humanities (SSH), – 1 member and 1 evaluator for FP7 Programme, Social Science and Humanities (SSH) domain; METRIS I project and METRIS II project as country validator for Romania for the SSH domain – 1 member, 1 evaluator for Domain Committee “Individuals, Societies, Cultures and Health – ISCH”, COST 2010 – 2011.

Due to the flexible organizational structure, adequate to conducting activities according to the "management by objectives" and "project management", based on a flexible IT human resources management strategy – STIG, operated within INCSMPS, the research activity is conducted in **interdisciplinary teams**. This way, the results and expertise of the personnel is valorized at its best also in projects developed by other research teams from INCSMPS.

The **human resources** policy of the Institute is focused on the need to attract young professionals and on the careers development of the existing employers. As a result of the recruitment policy aimed to attract young staff, the average age of the research personal is 40 years old. During these years, INCSMPS has supported young researchers with financial and logistic resources to obtain a PhD title in its areas of interest. Consequently, in the reported period, 12 researchers gained their PhD title in labour economics or in the sociology of work.

Representative projects:

1. Project name: *"Assessing and forecasting labor demand potential university graduates in occupational structure in 2020 horizon, in order to develop the policies on university-level education"*, one of the 5 projects financed by the Ministry of National Education Sector Plan, developed during September 2011 - December 2012, with a total amount of 1.7 million Romanian Leu (Ron).

Within the project has been achieved several novelty character products (functional models), implemented and disseminated to the scientific community: an evaluation and projection methodology for the labor demand in medium and long term (based on a combination of projection methods and techniques used internationally, the used mix is a requirement imposed by characteristics of national data series), projections yielded projections to 2020 on labor demand in the occupational structure (at a level of detail of 3 digits) and specialization. These forecasts were disseminated at the end of the project in a national conference attended by key actors in education and continue to be available through through a computer application accessible to the address www.prevedu.ro. The demand forecast results were then compared with the forecast of supply, a second product consisting in a correlative methodology of analysis of demand and supply of labor force with university education. The analysis based on data by applying correlative methodology was set out in a document on which the decision of the structure of the annual tuition for students was made. Finally, the third product was methods of correction and validation of labor demand forecasting, methods that would be implemented from 2013 in order to be able to adjust the labor demand forecast.

2. Project: *"FIRST STEP TO FIRST JOB – Innovative methods leading YOUTH to a solid career"*, Ref. no. VS/2012/0017 was financed by a grant of the European Union, under the Community Programme for Employment and Social Solidarity PROGRESS 2007-2013, run by the European Commission, DG Employment and Social Affairs: Commitment no. S12.640205, of approximately 265.000 Euro.

The project is developed in a partnership coordinated by INCSMPS with the Ministry of Labour, Family and Social Protection and Elderly - MMFPSPV and other partners from Romania (Oil and Gas University Ploiești, **Valahia University of Târgoviște**, Labour Market Strategies Consulting LLC LMS) Italy (Expert for Europe SRL), Spain (Fundacion

Ronsel), Portugal (Catholic University of Portugal, Research Centre on Peoples and Cultures) and Austria (OBS - Consulting GmbH).

The study designed and implemented a methodology combining methods of identification based on studying the online sites with methods of with those of description from workshops with local stakeholders and also with investigation methods based on questionnaires on local stakeholders in order to obtain varied and complex information regarding the innovative measures that facilitate the transition from school to a solid career. The identified measures were clustered in 8 categories/ classes and were given relevant examples from all partners' countries (pinpointing the impact where possible). Among these measures that were implemented in all partners' countries, those with the most significant impact were the measures for the development of entrepreneurship and job creation, as well as those of organizing internships. Among the innovative measures, the simulated enterprise measure was particularly detailed, as it has high impact and significant potential of being further replicated in all EU countries. The study concludes with a set of recommendations on the typology of measures that would provide the greatest impact in stimulating and facilitating the transition from school to work and aims the general concern to facilitate the integration of young people into the labor market in Romania and in the partners' countries of the project. The final report of the "**FIRST STEP TO FIRST JOB – Innovative methods leading Youth to a solid career**" was published with ISBN Code.

3. Project: *EUROMOD - Microsimulation Tool for Modelling the Impact of Policy Measures*, coordinate by Institute for Social and Economic Research (ISER), University of Essex, UK. Each EU country has a research team involved in the project, financed by the European Commission through the PROGRESS Program. The project started in 2010 and is ongoing
Goals/ Activities: The goal of the project consists in updating and extending EUROMOD, a tax and benefit microsimulation model in the EU countries. The model, developed by ISER in 1998 and updated on continuous basis, is aimed at assessing, in a comparable manner, the effects that tax and social benefit systems produce on income and work incentives for the EU countries. The goal of the project for Romania consists in testing, implementing, updating and using EUROMOD for the tax and benefit systems between 2007 – 2013. The main activities are: description

of tax and social benefit systems, adjustment and imputation of data bases, income updating, tax and benefit system implementation in EUROMOD, simulation and validation of results. **The main benefits of this project** stand in the access to an expert network in the field of social benefits and taxes, access to a research infrastructure (EUROMOD model) and, last but not least, it facilitates the evaluation of social and fiscal policies' impact on income distribution in Romania.

4. Project: *Technical Assistance to support Reforms for Introducing Activation Elements into the Ajutor Social Program* (Project ID No. P120913) conducted by International Consulting Expertise (ICE) – as Contractor, in Consortium with: European Consultants Organization, Belgium; and National Scientific Research Institute for Labour and Social Protection, INCSMPS, Romania; and Institute of Marketing and Polls IMAS, Chisinau, Republic of Moldova. The project was financed by World Bank (Credit No. 5001 – MD, Project ID No. P120913, Reference No. CS-S/7/IDA) and has as beneficiary Ministry of Labour, Social Protection and Family, Republic of Moldova. The project was carried out in 2013

The main objectives of the project are: Assess the scope for activation policies; Review and analyze the existing service delivery systems / structures including public employment service, other social services in terms of their ability to activate beneficiaries and other vulnerable groups; Review and recommend improvements to the existing activation policies / measures and suggest other policy responses.

5. Project: *Motivation policies and performance of human resources in public administration*, was carried out between January and May 2012 and the beneficiary was the Ministry of Labour, Family, Social Protection and Elderly.

The main objective of this research was to assess the motivation and performance of public employee in public administration. For this purpose a survey methodology was created, which was based on a questionnaire applied to 355 respondents. The research has resulted in the development of several studies regarding on the one hand the survey methodology and on the other hand the survey results together with a series of proposals for increasing the motivation of human capital in public administration.