

NATIONAL TRADE UNION BLOC



- The **National Trade Union Bloc (BNS)** is one of the five major and representative trade union confederations in Romania, representing approximately 320,000 union members, workers in private companies and the public sector.
- BNS is composed of 40 professional federations representing the rights and interests of workers in the following sectors: Machine building, transport, local administration, construction and building materials, post and telecommunications, printing, electronics, automation and defense industry, culture, energy, textiles, health, public administration, agriculture, finance and banking , mining and geology, sport. In terms of national coverage, BNS has branches in all counties.
- BNS has branches in all counties, plus counseling centers with experts in youth policy and equal opportunities.
- BNS is affiliated to the European Trade Union Confederation and the International Trade Union Confederation; it has a representative in the European Economic Social Committee and it is member of the Economic and Social Council of Romania. It is also represented in all the structures of social dialogue at national and local level.
- BNS is a national representative of workers in the European Social Fund.
- BNS is operating under complex strategies, developed by technical experts and representatives of affiliated federations, strategies combining the macroeconomic approach with concrete targets aimed at raising the living standards of its members and to protect the rights and freedoms of workers.

- **One of the strategic guidelines of the confederation is aimed at the youth, a top priority for BNS since 2003.**

- The young generation has no clear prospective and only has fragile roots in the human and social values which ensured stability before.
- Today's young generation needs guidance and protection of the entire society, and dedicated programs and projects to be integrated into a highly dynamic and competitive labor market.



BNS has always considered that young people are the most vulnerable category, and the danger of becoming extremely impoverished is even greater than in the case of the elderly.

Based on a strategy closely linked to the social and economic development of Romania, taking into account also, the signals from union members and their families, and receiving signals from employers and educational institutions, too

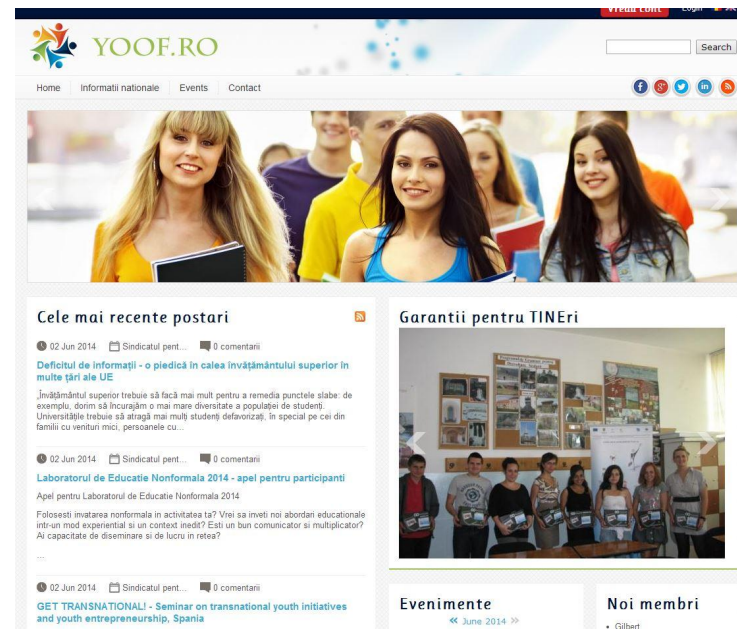
The National Trade Union Bloc developed in 2010 one of the largest projects for young people in Romania. The project was selected and funded by the European Social Fund - Sectorial Operational Programme Human Resources Development 2007-2013.

BNS was and still is the only trade union confederation in Romania who ventures to develop and implement large-scale projects for a targeted audience that is not covered by unions traditionally. The "Career Caravan" was able to influence in a good way the destinies of about 23,000 students ending their high school studies.



Career Caravan

- Direct advice and guidance for about **10.693** students in their final years of secondary education
- **130** partnerships with schools
- **1050** students winners of prizes consisting of Netbooks
- About **21,000** young people informed and advised in 8 regions of Romania
- **8** counseling centers equipped with ICT equipment and assistance offered by counseling and guidance experts
- **8** regional plans to boost integration of young people into the labor market. These plans were the basis of the national strategy
- **1** electronic platform that acts as a communication hub between youngsters and the economic and social actors that can assist in the process of accessing the labor market.



The "Career caravan" project covered the whole country with the activities that it implemented. The technical team went to schools and high schools in 21 counties.

North-West Region: Bihor, Bistrița-Năsăud, Cluj, Maramureș, Satu Mare and Sălaj

- West Region: Arad, Caraș-Severin, Hunedoara and Timiș

- South West Oltenia region: Dolj, Olt, Vâlcea, Mehedinți and Gorj

- Central Region: Alba, Brașov, Covasna, Harghita, Mureș and Sibiu



Counseling centres

- Bucuresti
- Arges
- Iasi
- Sibiu
- Bihor
- Gorj
- Timiș
- Brăila



The **findings** of the joint team consisting of counseling experts and the implementation team, at the end of the **Caravan**:

- Romanian youth ending their secondary education feel an acute need of permanently accessible integrated services.
- Group communication, rapid access to information, including by social networks, are basic needs for the younger generation. These needs cannot be filled anymore just by communication within the family or the school community.
- Changes in the legislation governing the youth sector in general and youth access to the labor market in particular, is required urgently. One example is the newly amended Law of apprenticeship, a law that's been improved to facilitate the youth access to the labor market.
- Lack of information, the gap between school and labor market, ineffective communication between the economic and social actors, and low wages relative to the values and aspirations of the youth generation, create a state of confusion and fear among young people, which causes them to avoid entering the labor market.
- The school curriculum is based on an excessively theoretical approach, to the detriment of a modern and practical approach, lowering the interest of young people for education.





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- As a natural continuation of the efforts started with the "Career Caravan" project, in the summer of 2013 the National Trade Union Bloc became involved with goodwill, experience and professionalism in the "Youth Guarantee" project.
- BNS is a partner in the project implemented by the Ministry of Labour, with the National Council of Private Small and Medium Enterprises, and the Young Entrepreneurs in Romania.





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Proiect cofinanțat din Fondul Social European prin Programul Operațional Sectorial Dezvoltarea Resurselor Umane 2007 - 2013.
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The overall project objective

- operationalization of a **Guarantee scheme for young people** who did not pass the baccalaureate and could not find a job, to facilitate access their access to the labor market.
- implementation of an **integrated program of active employment measures**, through **22 Centres for Youth Guarantee**



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Objectives and activities

- Facilitate the labor market integration of **2552** young people through integrated interventions
- Improving the skills of young people in occupations or professions required by the labor market, through training programs for **2310** young people and implementation of **176** apprenticeship programs.
- Matching supply and demand of labor by organizing **20 county job fairs** by making a minimum of 264 individual mediation plans and through the web platform.
 - Tackling youth unemployment in four regional workshops, to initiate public consultation of employers, local authorities, educational institutions, NGOs and other stakeholders in the project on innovative programs aimed at combating long-term unemployment)
 - Establishment of 22 Centres for Youth Guarantee in **South West Oltenia, South East, South Muntenia, and Bucharest-Ilfov**
 - Development of a **mechanism** to integrate young people into the labor market – The Guarantee Scheme



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Youth Guarantee Centers

The Youth Guarantee Centers provide young people with a **wide range of personalized services**, tailored to the specific needs of each participant in the integrated program of active measures for employment.

The Centers are also **tools to harmonize the supply and demand on the labor market**, contributing directly to helping young people to fill a job.



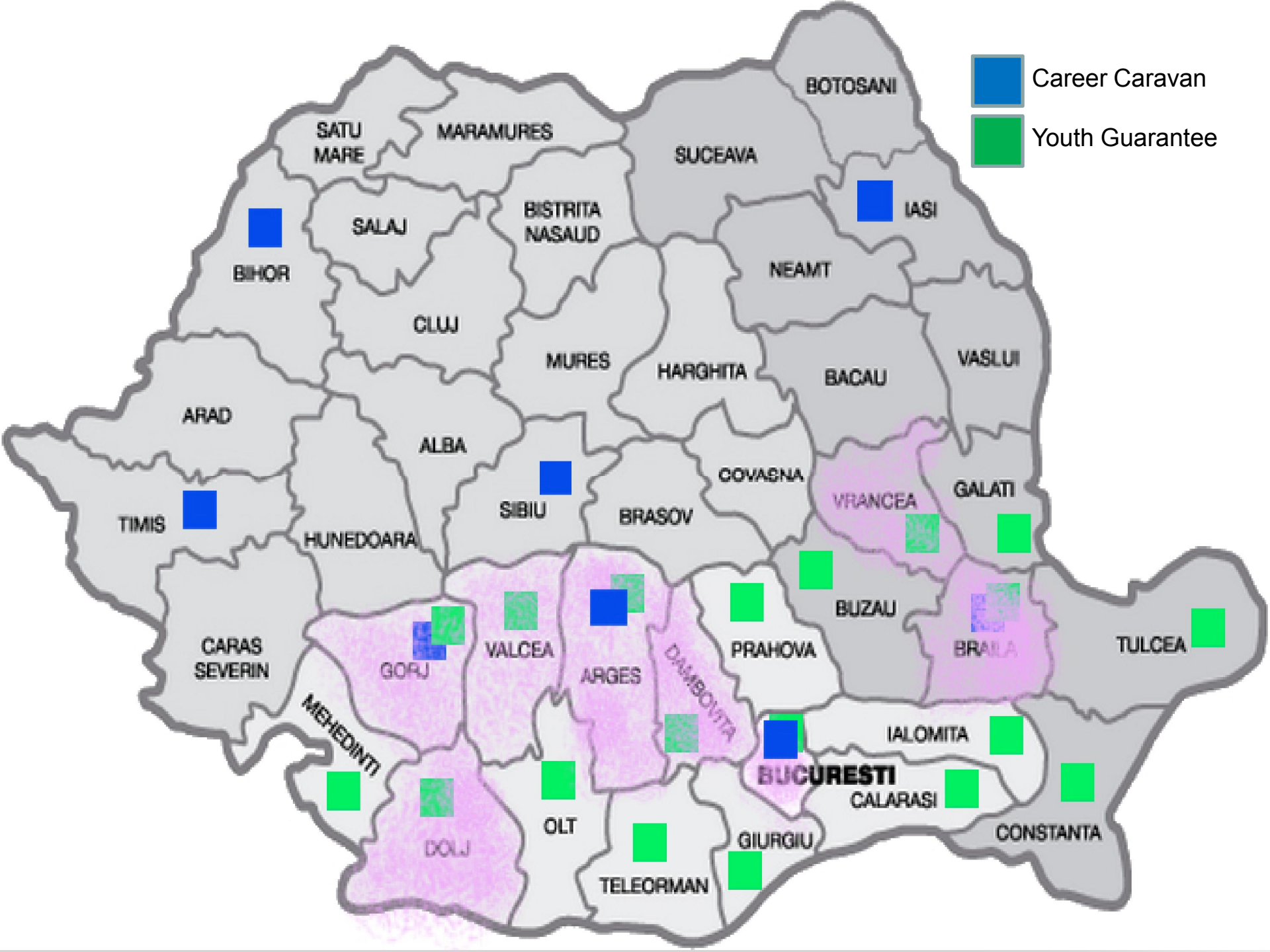
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Youth Guarantee Centers

The package of services provided by the Center for Guarantees consist in

- **Information**
- **Individual and group career counseling**
- **Mediation**
- **Consultancy**
- **Labour market acces**
- **Vocational training programs**
- **Support and vocational training for starting an independent activity or starting a new business**
- **Pilot apprentice programs**
- **County job fairs**



- Career Caravan
- Youth Guarantee

What is generating concern?

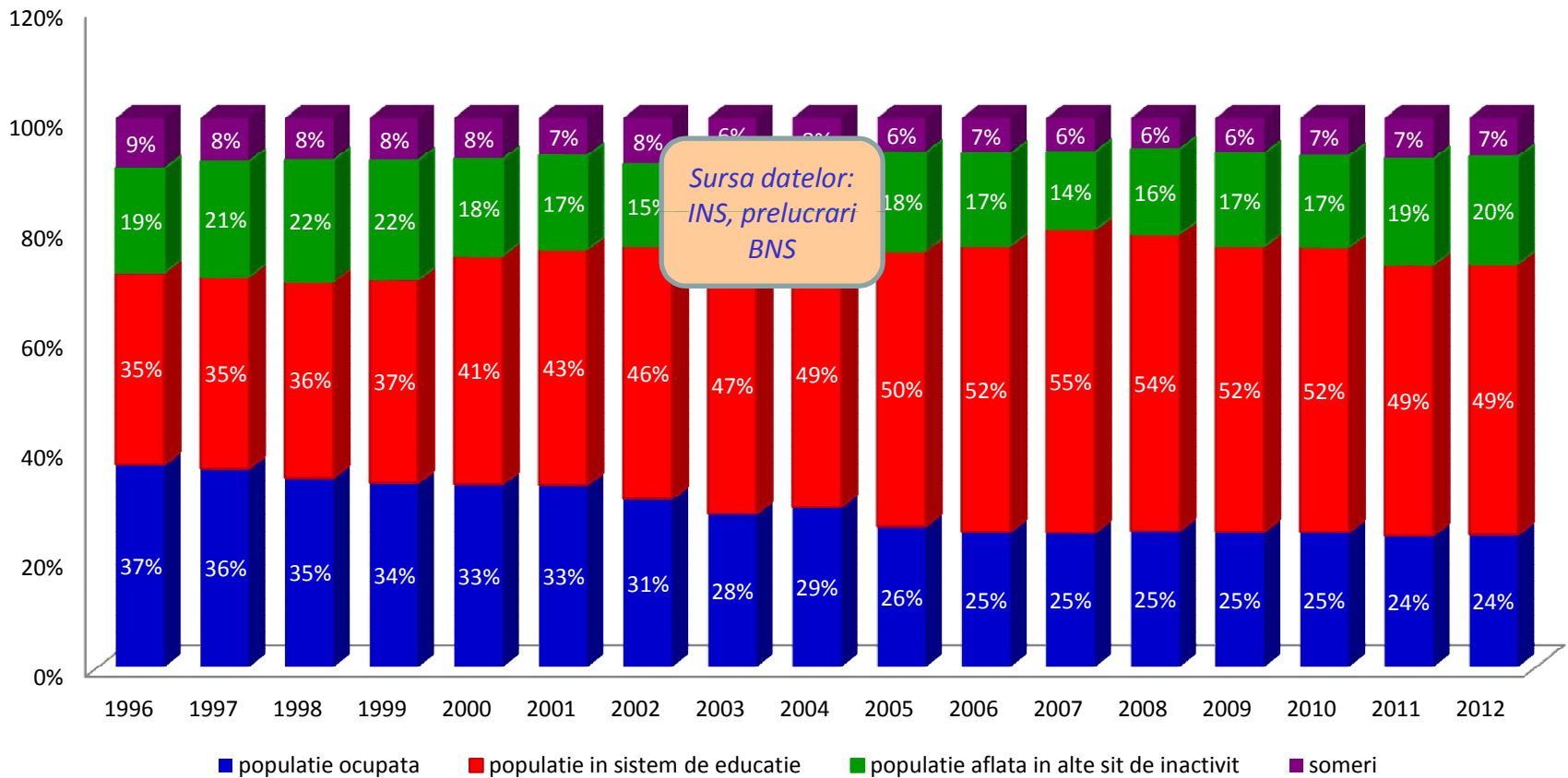
Statistics support in figures the field reality

Labor market and job quality observation office

The number of young people aged 15-24 in employment decreased significantly and steadily. In 1996 - 37% of the young people in the age group 15-24 were employed and only 35% of them were included in the education system.

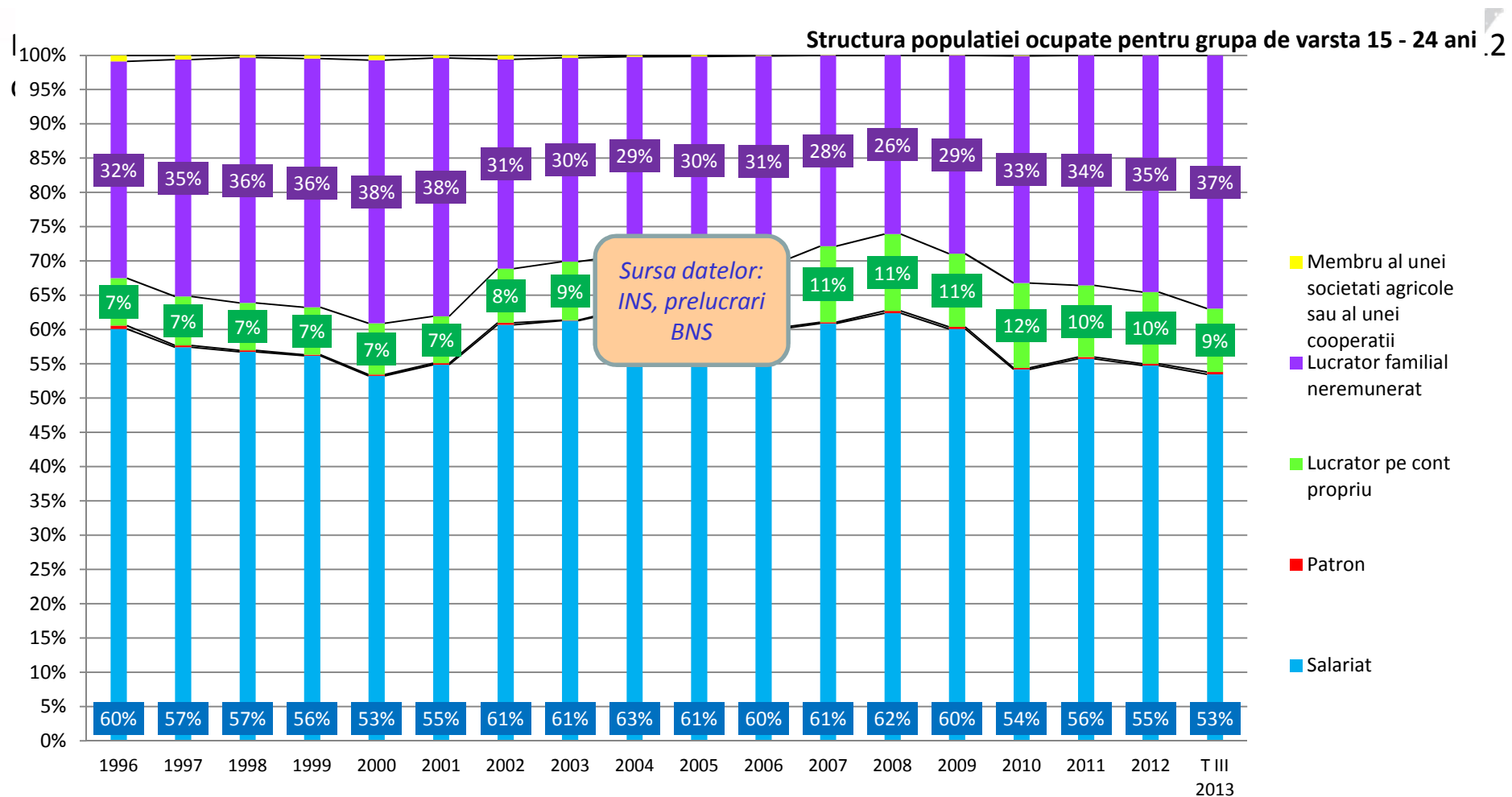
In 2012-49% of young people are in the education system and only 24% of young people are busy.

Population by age group 15 -24



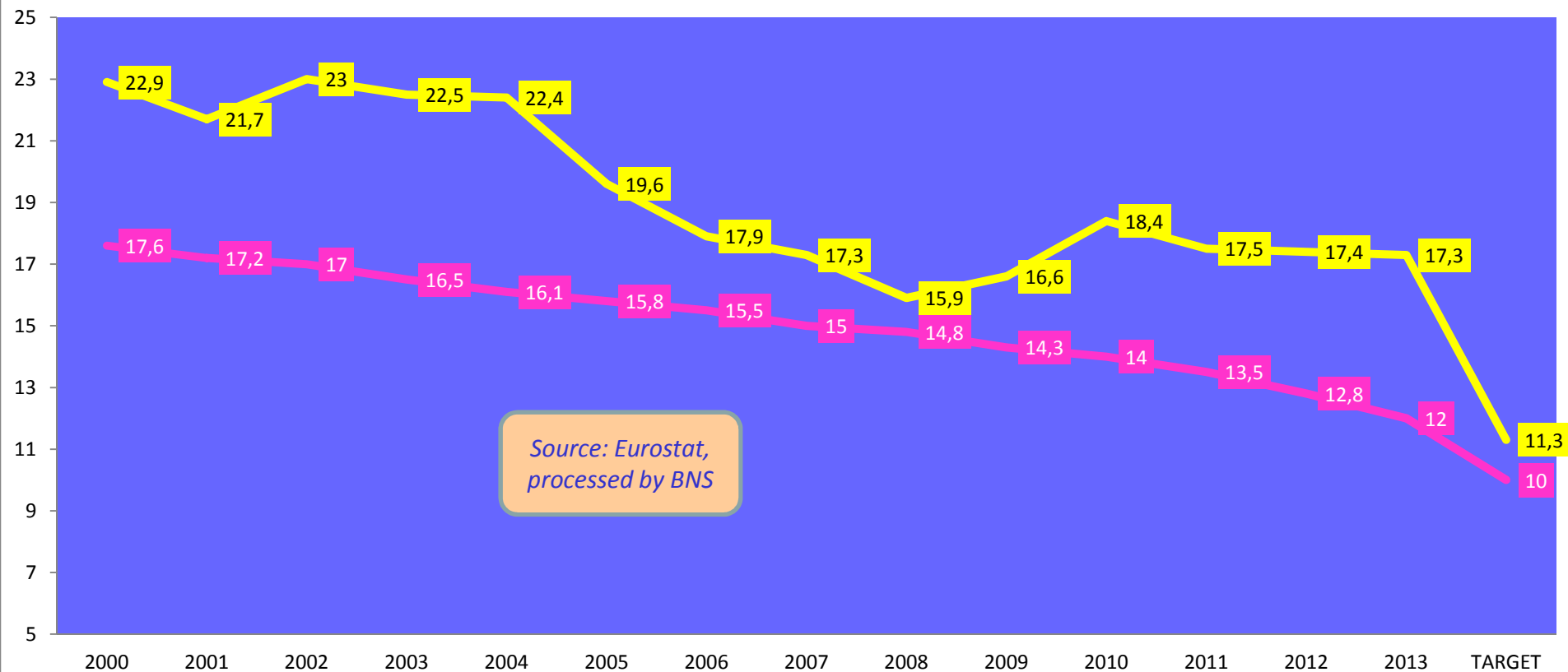
In 1996 - 60% of the employed population aged 15-24 consisted of employees, while in 2012 this category had only 53% of the employed population.

The reduction of the employee share was in favor of unpaid family workers, a category that increased in 2012 compared to 1997, from 32% to 37%.



Early school leaving, evolution of Romania and the EU, 2000 - 2013

EU (27 countries) Romania



The EU's objective declared by Agenda 2020 is to keep below 10% the percentage of young people leaving school early. As seen in the chart above, the percentage of young people leaving school early has been decreasing in the EU-27, even in the recession. This did not happen in Romania, where the economic crisis marked by an increase by 2.5% of those who left school early. Even in 2013, the remained very high, making it almost impossible to achieve the target of 11.3, even given that this target is less ambitious than the European one.

Economic conditions are the main reason for early school leaving phenomenon so pronounced in Romania. Vulnerable groups are mainly the Roma community and the rural population.



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Thank you!