

### Measures for the stimulation of employment

A. Measures to increase the chances of employment for people looking for a job: professional information and counselling, work mediation, vocational training, assessment and certification of professional competences acquired in other ways than the formal ones, consultancy and assistance for the initiation of an independent activity or for starting a business, supplementing employees' wage incomes, stimulating labour mobility, such as:

*a. incentive measures to increase the employment opportunities of people looking for a job:*

- ✓ Activation bonus: The unemployed people registered with employment agencies that do not receive unemployment benefits could receive a tax-free activation bonus of 1,000 lei, if they are full-time employed for a period of more than 3 months, after the date of registration with employment agencies.
- ✓ Insertion bonus - graduates of educational institutions who, within 60 days from graduation, become full-time employees for a period longer than 12 months receive a premium equal to three times the value of the reference social indicator (1,500 lei), an amount granted in 2 tranches;
- ✓ Bonuses related to the stimulation of internal labour mobility:

*b. Employment bonus:* The unemployed registered with the employment agencies who are employed, according to the law, in a city located more than 15 km away from the domicile or residence, can benefit of a tax-free premium, calculated by reference to the distance from home to the workplace and which is granted for a period of 12 months.

*c. Setting-up bonus:* It is granted to unemployed people who are employed in a city located more than 50 km away from the domicile or residence, and, as a result, change their domicile or residence in the respective city or in the neighbouring cities (included in the National Mobility Plan). The installation premium is granted in a differentiated amount, as follows:

- i. 12,500 lei for the unemployed who are employed in a different city or who change their domicile or residence;
- ii. 15,500 lei for the unemployed who are accompanied by their family members that also change their domicile or residence;
- iii. if both spouses meet the conditions for granting the installation premium, one will receive 12,500 lei and the other will receive 3,500 lei;

The target group eligible for the employment premium and the installation bonus includes all unemployed people registered with the employment agencies that have their domicile/residence or establish their new domicile/residence in the areas included in the National Mobility Plan.[FN: The *National Mobility Plan* included those administrative-territorial units that:

- have a degree of marginalization above average and a degree of severe marginalization;
- are considered as having a low degree of development according to the values of the local human development index;
- register a percentage of over 10% of registered unemployed persons or of beneficiaries of minimum guaranteed income and allowance for family support in the total population by domicile (18-62 years).]

*d. Relocation allowance:* It is granted to registered unemployed people who are employed in another city, located more than 50 km away from their domicile or residence and, as a result, change their domicile or establish their residence in the respective city or in the neighbouring cities. The bonus is tax-free and equals 75% of the amount that cover the housing expenses for the new domicile or residence, but not more than 900 lei monthly, for a period of up to 36 month.

*B. Measures to stimulate employers to provide employment opportunities to unemployed people from different target groups:*

*a. measures to stimulate employers in the employment of unemployed people*

The subsidies granted to employers (from the unemployment insurance budget) as incentives for the employment of certain disadvantaged categories of unemployed have been increased in several stages (during 2016 and 2018). Currently, they are granted as follows:

- ✓ Employers who employ, for an indefinite period, graduates of educational institutions, receive monthly, for a period of 12 months, for each graduate employed, the amount of 2,250 lei, upon condition to maintain their employment contracts or service relationships for a period of at least 18 months;
- ✓ Employers who employ, for an indefinite period, disabled graduates, receive monthly, for each graduate, the amount of 2,250 lei over a period of 18 months, with the same obligation to maintain their employment contract or service relationships for at least 18 months;
- ✓ Employers who employ, for an indefinite period, unemployed persons over 45 years old, long-term unemployed, young NEETs or unemployed who are sole supporters of sole-parent families receive monthly, for a period of 12 months, for each person from these categories employed, the amount of 2,250 lei, with the obligation to maintain employment contracts or service relationships for at least 18 months;
- ✓ Employers who, in relation to the number of employees, have fulfilled their obligation, according to the law, to employ persons with disabilities, as well as employers who do not have this legal obligation, benefit from the same facilities as the categories mentioned above if they employ persons with disabilities for an indefinite period: they receive monthly, for a period of 12 months, for each person from these categories employed, the amount of 2,250 lei, with the obligation to maintain employment contracts or service relationships for at least 18 months;
- ✓ Employers who employ unemployed people who, within 5 years from the date of employment, meet, according to the law, the requirements for applying for a partial early retirement or for granting the old-age pension, if they do not meet the requirements for the partial early retirement, receive, monthly, during the employment period and until the respective person meets the above-mentioned requirements, the amount of 2,250 lei;
- ✓ Employers who employ young people at risk of social marginalization and who benefit from personalized social support based on a solidarity contract, called insertion employers, receive monthly, according to the legal provisions, for each person in this category, an amount equal to the basic wage established on the date of employment of the young people but not more than four times the value of the reference social indicator, in force at the date of employment, until the expiration of the duration of the solidarity contract, the amount being paid from the unemployment insurance budget.

b. The amounts granted to employers who conclude apprenticeship contracts or internship contracts for the higher education graduates have been increased, in 2017 and 2018, at present time being as follows:

- ✓ The employer who concludes an apprenticeship contract, receives, upon request, an amount of 2,250 lei/month, during the 6 months - 3 years duration of the contract;
- ✓ Employers who conclude an internship contract receive, on request, the same amount of 2,250 lei, during the duration of the internship contract, that is 6 months.