

## CHALLENGE 1

### Ageing of the working population

Romania is facing a rapid aging of the population and demographic decline, which generates challenges for the economic and social structure of the country. Projections indicate a continuation of these trends, with a direct impact on economic sustainability and the social system.

- 1. Professional retraining:** Carrying out retraining programs for people over 50 years old, including training in IT, digital marketing and social entrepreneurship, offered free of charge or subsidized, with a duration adapted to their needs.
- 2. Flexible work policies:** Introduction of teleworking, part-time work and flexible working hours for seniors, with the aim of stimulating the continuation of professional activity.
- 3. Mentoring:** Creating national mentoring schemes where seniors can share their professional experience with young employees or entrepreneurs.
- 4. Continuing education:** Development of online platforms with free access for specialized courses, certificates recognized on the labor market.
- 5. Tax incentives:** Tax cuts for employers who create jobs for people over 50.
- 6. Maximising potential:** Encouraging the participation of inactive people in the labour market (young people who are not studying and not in a job, older people who are able to work).
- 7. Improving accessibility:** Boosting the birth rate by increasing accessibility to childcare services (increasing the number of nurseries and kindergartens), part-time/remote jobs for parents.

Ministry of Labor and Social Solidarity

National Employment Agency (ANOFM)

Ministry of Education

Ministry of Finance

Local governments

## CHALLENGE 2

### Diaspora and Skilled Labor Migration

Romania faces difficulties in supporting the reintegration of Romanians returned from the diaspora, due to the lack of effective vocational guidance and social integration programs. Bureaucracy, the complicated process of recognising qualifications from abroad and limited access to economic and social opportunities create obstacles that discourage return and hinder the use of their potential for the country's economic and social development.

- 1. Counseling and administrative support:** Creation of dedicated support centers to help returned Romanians with professional guidance, CV writing and social integration.
- 2. Entrepreneurial initiatives:** Offering grants for startups of those in the diaspora and organizations that support repatriation, as well as access to business incubators.
- 3. Mentoring networks:** Implementation of mentoring programs in which local professionals offer support to returnees.
- 4. Programs for families:** Social integration of the families of returned Romanians, through access to quality education, cultural activities and adapted medical services.
- 5. Cutting red tape:** Simplifying procedures for recognising qualifications and experience gained abroad.

Ministry of Entrepreneurship and Tourism

National Employment Agency (ANOFM)

Ministry of Foreign Affairs

Ministry of Education

County Councils

## PROVOCAREA 3

### Integration of vulnerable groups

*The integration of vulnerable groups in Romania remains a challenge, given limited opportunities for effective professional qualification programs, personalized support services and job opportunities tailored to their needs. Addressing these shortcomings can pave the way for social and economic inclusion, giving these people the chance to actively contribute to community development and economic growth.*

- 1. Vocational training:** Development of free qualification courses for beneficiaries of social assistance, depending on the requirements of the local labor market.
- 2. Personalized support services:** Offering psychological counseling, coaching, and mentoring to increase confidence and motivation. Development of a counseling and support system for the prevention of early school leaving.
- 3. Partnerships with the private sector:** Stimulating collaboration between companies and local administrations to create jobs adapted to vulnerable groups.
- 4. Safe work:** Creating safe workplaces tailored to the needs of people with disabilities and other vulnerabilities.
- 5. Social education:** Introduction of courses to combat discrimination in schools.

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AUTHORITIES

Ministry of Labor and Social Solidarity

Local governments

Ministry of Development, Public Works and Administration

Specialized NGOs

Ministry of Health

## CHALLENGE 4

### Labour shortage and adaptation to market requirements

*The shortage of skilled labor, amplified by the emigration of specialists, demographic decline and deficiencies in the education and vocational training system, represent a major challenge for the Romanian economy. This situation affects key sectors, reducing competitiveness and limiting the capacity for sustainable economic development.*

- 1. Flexible legislation:** Introducing flexible contracts (teleworking, "gig economy," on-demand contracts) and reducing restrictions on part-time work.
- 2. Attracting and integrating foreign workers:** Simplifying visa procedures, removing legislative barriers to rapid employment and developing support programmes to facilitate social and professional integration (Romanian language courses, access to essential resources and information on rights and obligations).
- 3. Digital training:** Investments in digital infrastructure, community centers for IT training, and free access to online courses.
- 4. Adapted education:** Integrating digital and economic skills into school and university curricula.
- 5. Strategic partnerships:** Promoting collaboration between the private sector, universities and administrations for the development of adapted internship and internship programs.

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AUTHORITIES

Ministry of Labor and Social Solidarity

Ministry of Digitalization

Ministry of Education

National Employment Agency (ANOFM)

Ministry of Economy