



Lifelong
Learning
Programme

COMENIUS MULTILATERAL PROJECT “OPTION VARIETY FOR ENTREPRENEURSHIP” 2013-2015

A Joint final product

EMPLOYMENT SYSTEMS



IES LA GRANJA
Jerez de la Frontera
Spainia



COLEGIUL TEHNIC "Traian Vuia"
Oradea , România



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ÖĞRETMEN FÜSUN ERDEMİR MESLEKİ
ve **TEKNİK ANADOLU LİSESİ**
Darica, Turcia



PRIVATE HIGH SCHOOL
IN TOURISM AND ENTREPRENEURSHIP
„Rayko Tsonchev”, Dobrich, Bulgaria



Lifelong
Learning
Programme



Programul
Învățare pe
toată durata vieții

EMPLOYMENT SYSTEM IN ROMANIA



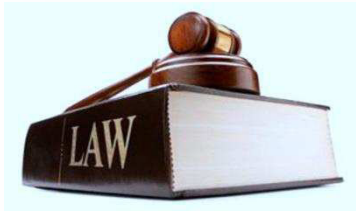
- Getting a job requires a well organized strategy.
- To make a personal offer we need to know how to underline the best of the knowledge and skills that we have.
- Finding a suitable job requires different ways of searching methods and then, using the best of them



METHODS OF GETTING A JOB

- Enrollment on public/private employment agencies;
- Reading newspapers announcing available jobs;
- Obtaining information by contacting people;
- Using the services offered by recruitment agencies;
- Job fairs;
- Searching jobs on Internet;
- Announcing that you are looking for a job in newspapers or on the internet.





ROMANIAN LABOUR CODE



General provisions:

- The right to work is guaranteed by the Constitution.
- A person shall be free to choose his/her job and profession, trade or activity to perform.
- No one may be forced to work or not to work at a specific workplace.
- The principle of equal treatment for all employees and employers shall operate within the framework of the employment relationships.
- An employee shall enjoy working conditions adequate to the activity carried out, social protection, health and safety at work, and respect of his/her dignity and conscience, without discrimination.
- Romanian citizens shall be free to work in the Member States of the European Union and in any other country, in compliance with the rules of the international labour law and bilateral treaties to which Romania is a party.

THE INDIVIDUAL EMPLOYMENT CONTRACT

- ☐ a person shall acquire legal capacity to work at the age of sixteen (or at the age of 15, with the agreement of his/ her parents or legal;
- ☐ a person may only be employed on the basis of a medical certificate;
- ☐ an individual employment contract shall be concluded after prior verification of the professional and personal skills of the person applying for employment;
- ☐ the employment of employees with public institutions, public authorities and other government units can only take place by contest or examination;
- ☐ a probationary period is of maximum 30 calendar days for the operational positions and maximum 90 calendar days for the managerial positions.

TYPES OF EMPLOYMENT CONTRACTS

- ❖ Law introduces employment contracts for an indefinite period as a means of employment.

Forms of employment:

- individual labour contract for a definite period
- temporary employment
- part-time employment
- flexible ways of organizing work time



- ❖ Government Decision 161/2006: The General Employee Register shall be prepared and submitted in electronic form using the programs approved by the labour inspectorate and includes the following elements:
 - the identification elements of every employee: name, surname, personal identity code
 - date of employment
 - position /occupation under the Romanian Classification of Occupations
 - type of employment contract
 - date of cessation

WORKING TIME AND REST PERIOD

- The normal length of the working time for the full-time employees is of eight hours per day and 40 hours per week, but may not exceed 48 hours a week, including overtime;
- The overtime shall be compensated by hours off paid in the next 30 days;
- Extra pay for overtime shall be established by negotiation and shall not be lower than 75% of the basic pay;
- The public holidays are days off – in Romania there are 12 public holidays;
- The annual leave shall have a minimum length of 20 working days.

RENUMERATION

- A wage includes the basic pay, the benefits, the extra pay and other supplements
- The national minimum gross basic pay with guaranteed payment corresponding to the normal work schedule is 850 lei (188.16 Euro)



HEALTH AND SAFETY AT WORK

- An employer shall ensure the safety and health of the employees in all regards related to work
- An employer shall insure all employees against occupational accident and disease risks, under the terms of the law

PROBLEMS OF THE EMPLOYERS

- *controlling/ reducing costs related to employment*
- *retention / retraining of key employees*
- *attracting a high level qualification labour force*



Employers

ETHICS – Ethical Employer and Ethical Employee

Ethical employers show:

- **Strong leadership** – to gain work performance;
- **Respect** – to show respect for others, cooperation, communicating in a professional manner and adhering to dress codes and language codes;
- **Accountability** – to create clear-cut goals and make sure the employees know how to reach those goals;
- **Hiring and wages** – to take responsibility to hire the best candidate without discrimination and to provide fair wages.

Ethical employees show:

- **Integrity** – to show the highest standard of honesty and integrity;
- **Confidentiality of information** – not to miss-use sensitive information;
- **Legality**- to fulfill all regulatory and supervisory obligations;
- **Disclosure of interest**- not to be involved in conflicting outside employment;
- **Loyalty** – to acknowledge the responsibility to be fully committed in all activities;
- **Fairness**- to comply with employment equality;
- **Consideration For Work/external Environment** – to preserve their own safety as well as that of the fellows.

Lithuanian employment system



We dream about our future job since childhood and when we become students we start looking for our future employers. Some students start working during their studies, the other come to the work market having their diplomas.



Thousands of students study at the universities, colleges. Job for a student is not only the possibility to become independent from their parent or grants, but also is a very important thing to get practice.



Students look for the job by various ways: send CV to their potential employers, study the Internet advertisements or even try to find job with the help of their families, friends. Also they attend labour exchange. Sometimes employers themselves look for the students in the spheres where they lack people.



Lithuanian Labour Exchange

Lithuanian Labour Exchange is an institution under the Ministry of Social Security and Labour in charge for implementation of the public population employment guarantees on the labour market, directly subordinate and accountable to it. The activity of the institution is organized in accordance with annual activity plans approved by the Minister of Social Security and Labour.

Spustelėję redag. ruoš. paantrš. stilių



Lithuanian Labour Exchange began its activities on 1 March, 1991. During over 20 years of work it has grown into an effective organization, which uses modern information technologies in providing services for jobseekers and employers. Currently the Lithuanian Labour Exchange and its 10 local labour exchange offices and branches in municipalities around Lithuania implement state employment guarantees on the national and local levels.

Spustelėje redag. ruoš. paantrš. stiliu

The main office, with divisions and staff, is in Vilnius.
Lithuanian Labour Exchange is led by the Director.
Lithuanian Labour Exchange had 1441 employees in June, 2013. Of these, 85.9 % percent were women and 14.1 % were men. The average age was 44 years.
Nearly 62.2 % of the employees have direct contact with jobseekers and employers.

Spusteleję redag. ruos. paantrš. st



There are two clients – employer and jobseeker. The Labour Exchange offer support for jobseekers who want to find a job more quickly, giving them the opportunity to acquire the necessary skills to compete and succeed in the labour market, and help employers to find qualified labour force. The Labour Exchange offer for our customers one of the Lithuania's largest database of job vacancies and jobseekers, which is updated constantly. The website provides a single online job search and supply system. The services are free of charge.

Young people can start their working career on a voluntary basis.

Some advice for those who seek job



Sp

1. Write your CV very carefully, without mistakes



2. If you haven't been working for a long time, mention your former positions.



3. Emphasize your education.



4. Choose the enterprises that interest you.



5. Get interested in business news.



6. Don't be ashamed.



7. Have patience.



8. Go to the meeting with
the employer in high spirit.



9. Never speak bad about your former employer.



There are no ungifted people, there are people who don't know where they are gifted.

Career is a process which is planned, regulated, ruled over and controlled by the same person.

I want
I can
I get

Spustelėję redag. ruoš. paantrš. stilių





Turkish Employment System

Terms of employment in Turkey are mainly governed by the Labor Law and Trade Union Law.

Pursuant to the Labor Law, there are various types of employment contracts:

- a) Employment contracts for “temporary” and “permanent” work
- b) Employment contracts for a “definite period” or an “indefinite period”
- c) Employment contracts for “part-time” and “full-time” work
- d) Employment contracts with a trial period
- e) Employment contracts constituted with a team contract

Any kind of discrimination among employees with respect to language, race, gender, political opinion, philosophical approach, religion or similar criteria is prohibited by law.



Working Hours and Overtime



Under the Labor Law, the maximum regular working hours are 45 hours per week. In principle, 45 hours should be split equally among the working days. However, in accordance with the Labor Law, working hours may be arranged by the employer within the legal limits.

As a rule, hours exceeding the limit of 45 hours per week are to be paid as “overtime hours”. The wage/salary for each hour of overtime work is paid by raising the hourly rate of the regular working salary by fifty percent. Instead of the overtime payment, employees may be granted 1.5 hours of free time for every overtime hour worked.



Annual Paid Vacation

There are six paid public holidays per year, plus two paid periods of religious holiday, which comes to eight days in total.

Under the Labor Law, wages and any kind of payments can be paid in Turkish Lira (TRY) into the bank account of employees or at the work place. If wage and salary amounts are not paid into employees' bank accounts, an administrative penalty is charged to the employer.

Years of work	Minimum paid vacation period
1-5 Years (inclusive)	14 working days
5-15 years	20 working days
15 years (inclusive) or longer	26 working days



There are two types of termination for an employment contract:

1) Termination with notification

Both the employee and the employer may terminate an employment contract. The party who does not abide by the rule to serve notice shall pay compensation covering the wages which correspond to the notification period in order to terminate the employment contract.

2) Termination of an employment contract before the end of the contract period or before the notification periods, based on justifiable and rightful reasons stated in the Labor Law



Both the employer and employee have the right to terminate an employment contract before its expiry or without having to comply with the prescribed notification periods, in the following cases:

- ✓ Reasons of health
- ✓ Cases arising from immoral, dishonorable or malicious conduct or other similar behavior
- ✓ "Force majeure" events that prevent the employee from working in the work place for a period exceeding one week.
- ✓ Absence from work exceeding the notification period of the Labor Law in case of the employee's being taken into custody or due to his arrest



Severance Pay

An employee who quits satisfying the conditions indicated in the Labor Law or whose employment contract is terminated by the employer must be compensated with a severance pay to be calculated based on the employees' seniority at the work place. The reasons on the basis of which employees are entitled to receive severance pay are as follows:

- ❖ Leaving the workplace due to the compulsory military service (for males)
- ❖ Retirement (in order to receive old age, retirement pension or disability allowance from the relevant insurance institutions)
- ❖ Resignation of the employee after completing 3,600 premium days and 15 years of insurance period (in case of fulfillment of retirement conditions except the age limit and resignation with the submission of the document from the Social Security Institution indicating the fulfillment of retirement conditions, excluding the age limit, to the employer)
- ❖ Voluntary termination by female employees within one year following the date of marriage
- ❖ Death of the employee



*Thanks
to all participants
for their attention*



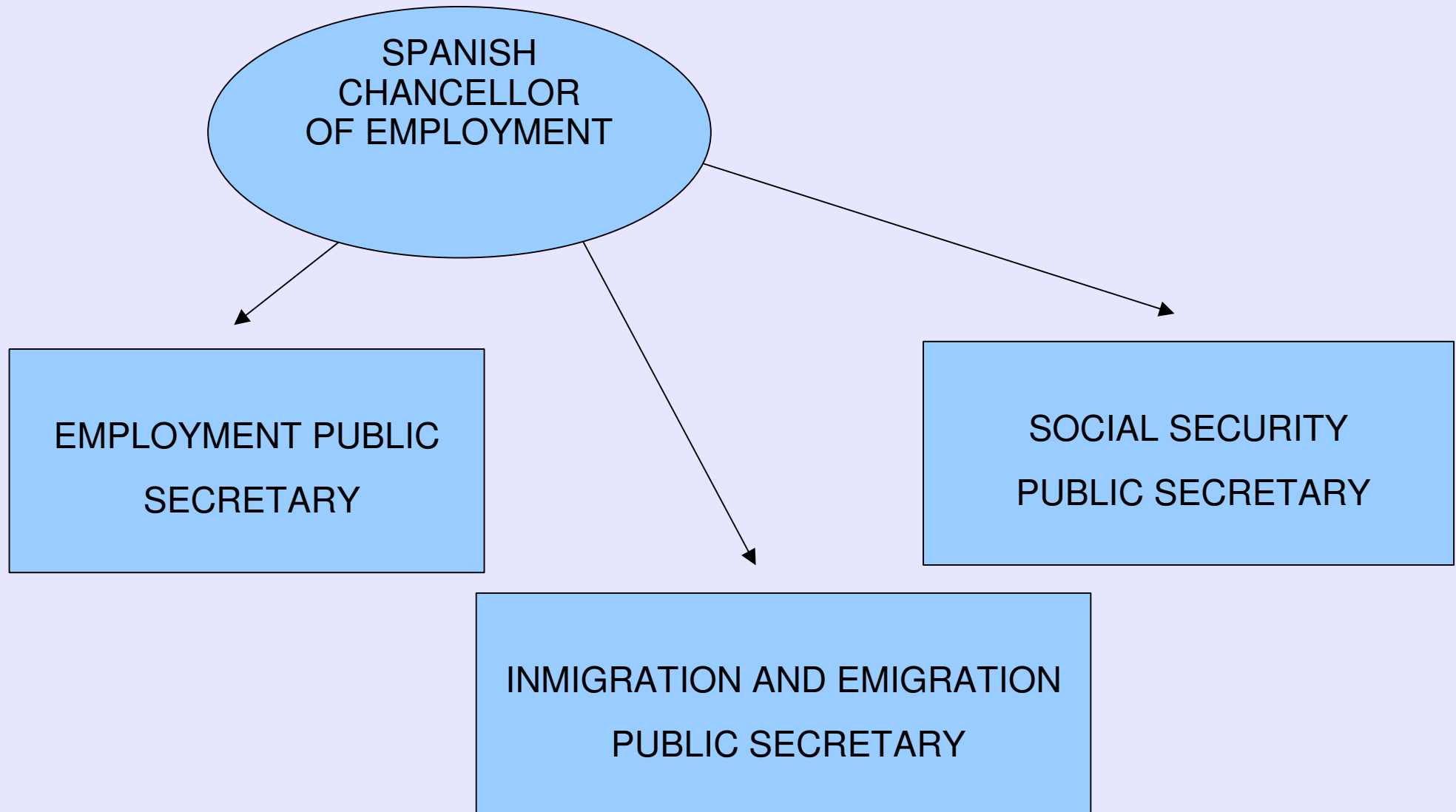
SPANISH EMPLOYMENT SYSTEM



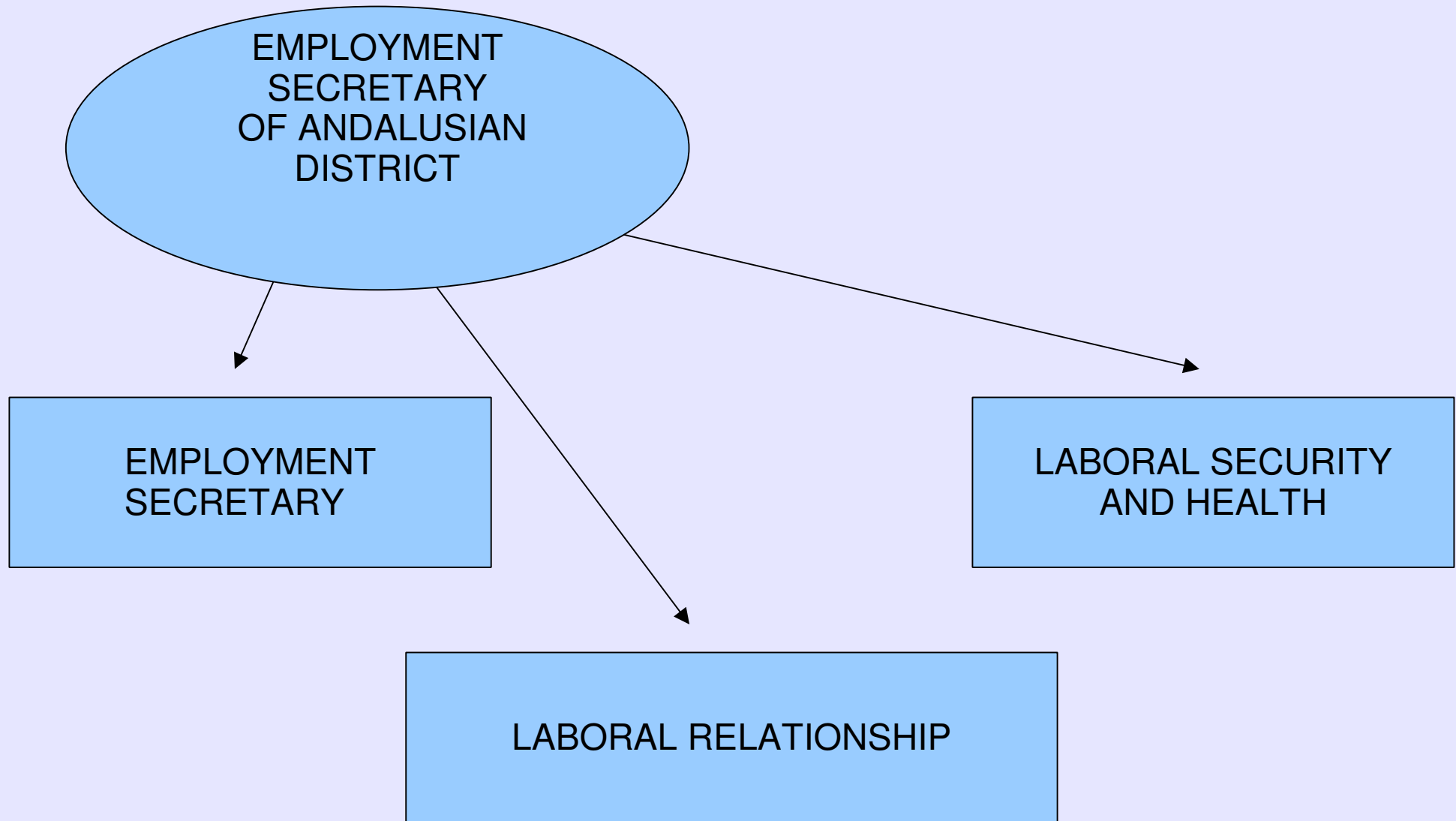
Romania-Oradea 10/14 March 2014



SPANISH PUBLIC DEPARTMENT OF EMPLOYMENT



EMPLOYMENT DEPARTMENT OF ANDALUSIAN DISTRICT



SPANISH GENERAL RULES OF EMPLOYMENT

WORKERS' LAW

“Spanish people have rights and duties of work, choose their vocation freely and receive a salary by the job”

SPANISH GENERAL RULES OF EMPLOYMENT



- The full time to work for a week is 40 hours.
- The employee has holidays rights
- In Spain the minimum salary is 645.37€ for a month and a full time work ,
- There are different modalities of employment contracts as the different works.

REQUIREMENTS FOR GETTING A JOB

•- Europeans citizens:

- Be more than 16 years old.

- No Europeans citizens:

The following documentation will be required:

- Passport or valid travel (valid for at least 4 months).
- Certificate of criminal records for over 18 years, issued by the authorities of the country of origin or the country or countries in which they have resided in the past 5 years.
- Medical certificate.
- Copy of employment contract upon which it was granted the initial authorization temporary residence and work for others, stamped by the Foreign Office in
- The Consulate will verify that the authorization has been granted and through a computer program developed for this purpose.



PUBLIC EMPLOYMENT SERVICES

The Public Service of Employment (SEPE) currently under the Ministry of Employment and Social Security which is entrusted with the management, development and monitoring of programs and measures Employment Policy , under the provisions of Law 56/2003 of 16 December on the job.

There many employment offices for each cities and districts.

ETT EMPLOYMENT SERVICE

When a company needs to temporarily fill a job and uses a temporary employment agency, uses TTE, having a search and selection process to find the right employee for the purposes of the company, also, the performance of their contract and establish a working relationship

Employment contract



The employment contract is a relationship between the company manager and the employer, when the employer do some activity for the company and the employer receive a money for the job done.

Modalities employment contracts

There are modalities of employment contracts according to the temporality or during of this activity.

- Contract for a definite time, it define the period of work; part time contract, training contract,...
- Contract for a indefinite time: it not define the period of work.



SOCIAL SECURITY

The Social Security System, also called “Social Insurance or Social Security”, mainly refers to the area of social welfare related to social protection or protection of socially recognized needs, such as health, age or disability.



TERMS OF SOCIAL SECURITY

The purpose of social security is to provide protection to people who are unable (temporary or permanent) to earn an income , or who should take exceptional financial responsibilities, can continue to meet their main needs.

The term can be used to refer to :

- * The social insurance institution offering different benefits. provides a function to recognize the contributions of an insurance plan. provision of these benefits include pension, disability insurance, survivor's pension, unemployment insurance ...
- * Depending on the country, we provide certain benefits
- * This term is also used to refer to basic security, ie, access to basic needs (food, education, health care ...)

Thank you very much...

**..and see u soon in
Spain!! greats!**



**José Ramírez Agudo
Anselmo Galán Caro**

The five partner schools

IES La Granja – Jerez de la Fontera, Andalucia, Spain

DARICA ÖĞRETMEN FÜSUN ERDEMİR MTAL – Kocaeli- Darica, Dogu Marmara, Turkey

Colegiul Tehnic „ Traian Vuia", Oradea, Bihor, Romania

Birzu Rajano Pabirzes Pagrindine Mokykla, Pabirze, Lietuva, Lithuania

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This booklet was made by equal contribution of 5 schools, which have contributed with this document.

This project has been funded with support from the European Commission.

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