

# ***Financing Opportunities for Academic Field within Sectoral Operational Program for Human Resources Development***

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**Abstract:** *The objective of this article is to introduce the Sectoral Operational Program for Human Resources Development (SOP HRD) and also the financing opportunities for the academic field. SOP HRD is a program co-financed from the European Social Fund, a fund which represents the main financial instrument used by European Union for reaching the employment policy strategic objectives.*

**Keywords:** *ESF, SOP HRD, financing, priority axes, key area of intervention, sustainable development, equal opportunities, trans-nationality, strategic projects, grants*

The Sectoral Operational Programme Human Resources Development (SOP HRD) sets the priority axes and the major intervention areas of Romania in the human resources field in order to implement the EU financial assistance through the European Social Fund, within the frame of „Convergence” objective, for the programming period 2007-2013.

Elaborated in the context of National Development Plan 2007-2013 and in line with the Priorities of the National Strategic Reference Framework, SOP HRD is an important instrument in supporting the economic development and structural changes. Moreover, the investments in human capital will complement and will confer sustainability to the increase of productivity on a long-term. A highly qualified labour force, with a high level of education, having the capacity to respond to the new technologies and to the changing needs of markets, is essential for a competitive and dynamic economy. Romania will promote active labour market policies to increase the adaptability and flexicurity of labour force. It is envisaged to be reached a higher level of participation on the labour market, as a base for a competitive knowledge based economy.

The objectives and the aim of SOP activities were established on the basis of the analysis of the human resources development in Romania and were defined in concordance with the following documents:

- Joint Assessment Paper on Evaluation of Employment Policies (JAP 2006);
- National Action Plan for Employment 2004-2005;
- Joint Inclusion Memorandum on Social Inclusion (JIM 2006);

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- National Strategy on Employment 2005-2010;
- Pre-accession Economic Programme 2005;
- Strategy for Continuous Vocational Training on short and medium term 2005 – 2010;
- National Strategy for developing social services 2005;
- National Strategy concerning the prevention and fight against domestic violence phenomena 2005;
- National Strategy on social inclusion of young over 18 leaving the State Child Protection System 2006-2008;
- National Strategy for developing the social assistance system for elderly persons 2005 – 2008;
- Government Strategy for improving Roma situation 2001;
- National Strategy for protection, integration and social inclusion of disabled persons in 2006-2013 period “Equal opportunities for disabled persons – towards a society without discrimination“;
- National Strategy for Equal Opportunities between Women and Men;
- Strategy for Pre-university Education Development 2001-2010;
- Strategy for decentralisation of education 2005;
- Strategic Guidelines for Education and Research 2006-2008.

*The general objective of SOP HRD is the development of human capital and increasing competitiveness, by linking education and lifelong learning with the labour market and ensuring increased opportunities for future participation on a modern, flexible and inclusive labour market for 1,650,000 people.*

The specific objectives can be summarised as follows:

- Promoting quality initial and continuous education and training, including higher education and research;
- Promoting entrepreneurial culture and improving quality and productivity at work;
- Facilitating the young people and long term unemployed insertion in the labour market;
- Developing a modern, flexible, inclusive labour market;
- Promoting (re)insertion in the labour market of inactive people, including in rural areas;
- Improving public employment services;
- Facilitating access to education and to the labour market of the vulnerable groups.

The ESF intervention in Romania shall support the achievement of the general objective and the specific objectives in the field of human resources development, making a real contribution to the implementation of European Employment Strategy and to the overall objective of growth and jobs.

Sectorial Operational Programme for Human Resource Development is organised in **7 Priority Axes**, as following:

*Priority Axis 1* **Education and training in support for growth and development of knowledge based society**

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- Priority Axis 2* **Linking life long learning and labour market**
- Priority Axis 3* **Increasing adaptability of workers and enterprises**
- Priority Axis 4* **Modernisation of Public Employment Service**
- Priority Axis 5* **Promoting active employment measures**
- Priority Axis 6* **Promoting social inclusion**
- Priority Axis 7* **Technical assistance**

The financial plan of SOP HRD was elaborated by considering the financial plan of the National Strategic Reference Framework for programming period 2007 -2013.

The financial allocation from European Social Fund (ESF) for SOP HRD is 3.48 million euro which represents 84% of the total value of the Program, and the national contribution is estimated to be 777 million euros. The three priorities of the development of human resources in Romania are the following:

1. Promoting life long learning and adaptability of working force and of enterprises (Priority axes 2 and 3): represents 40% of total financial allocation;
2. Promoting employment active measures for inactive population especially for the people in rural areas, young unemployed and long term unemployed and also social inclusion of vulnerable groups (Priority axes 4,5 and 6): represents 33% of total financial allocation;
3. Education and training in support for growth and development of knowledge based society which tackles the need for modernisation and better adjustment of education, initial vocational education training and continuous vocational training to the needs of the labour market needs, including education and university research: 22% of total financial allocation.

According to Council Regulation no. 1083/2006 and to the Parliament and Council Regulation no. 1081/2006, SOP HRD assures the abidance of the following horizontal objectives: equal opportunities and sustainable development. Development and usage of ITC, innovation, transnational and interregional approach and active ageing, have also been taken into consideration as horizontal objectives for setting up the indicative operations to be implemented under each Key Area of Intervention of the Priority Axes.

The aim of **transnational and interregional co-operation** is to contribute to increasing quality of the employment policy and delivering reforms essentially through learning from other countries by bringing together people, administrations, social partners, NGOs and organizations in the field of employment, social inclusion and training. Exchange of experience, sharing of good practice and working together towards common solutions in a multicultural environment has an important multiplier effect: to strengthen the capacities to innovate, to modernize and adapt institutions to new social and economic challenges, to identify and assess issues and solutions for reforms in policy and delivery in order to meet the Lisbon Strategy targets and to improve the quality of governance. This horizontal theme is foreseen all throughout the SOP HRD.



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As regards the financing opportunities for the academic field foreseen by SOP HRD through European Social Fund (ESF), these are the following:

**I. Priority Axis 1, Key Area of Intervention 1.2. – Quality in higher education**

This key area of intervention will support actions aiming at restructuring and improving the higher education system. The envisaged actions will target the system and the higher education institutions with a view to improve the quality and the relevance of the study programs to the labor market needs and of developing mechanisms to increase access to university education.

With the aim to improve the correlation of the higher education offers with the labor market needs and knowledge based society, ESF interventions will target the improvement of study programs/offers through developing programs in line with qualification system, curriculum development, increasing the participation of the business environment and stakeholders in the activities and processes of defining competences and study programs. It will also aim at developing programs and activities for promoting the entrepreneurial culture, professional and personal skills development.

With respect to study programs, under this KAI the ESF support addresses the bachelor and master cycle and the graduate programs, except for the doctoral cycle and post-doc programs and research positions which will benefit of ESF interventions under KAI 1.5.

The financed activities will also aim to expand learning opportunities (e.g. encouraging open distance learning, mechanisms for increasing access to higher education for vulnerable groups, improved library and scientific documentation tools and access to it) and to increase interaction of the Romanian universities with business community and research.

As indicative operations for this KAI, it can be identified:

- Developing and implementing tools and mechanisms, including support for developing the qualifications system in higher education and innovative actions and support for providers;
- Developing and implementing quality assurance system in universities, including staff development;
- Increasing the access to university education;
- Developing competence based university education (bachelor and master programmes);
- Supporting networking of universities, research institutes and enterprises for developing university education, entrepreneurship, continuing training of researchers, incentives and career development in research.

Equal opportunity is a horizontal theme reflected in this key area of intervention by the activities developed. The specific designed training

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sessions/modules focusing on gender equality, equal opportunities, non-discrimination and respect for diversity delivered to the target groups will address this horizontal theme. The projects aiming at supporting, directly, the specific approach of this horizontal theme in higher education institutions and policies are also eligible.

This KAI promotes also sustainable development, in particular, through the eligible activities and type of projects. The training sessions/modules on the pollution prevention, the environmental issues and the introduction of sustainable development approach in tools and methodologies address this theme. The projects aiming at supporting, directly, the specific approach of this horizontal theme in higher education institutions and policies are also eligible.

Type of call for project applications:

- Call for proposals with deadline for submission for strategic projects which will be implemented at national, multi-regional or sectoral level;
- Call for proposals with rolling submission, according to the principle of “first-come, first-served” for grant projects which will be implemented at regional, inter-regional or local level.

The strategic projects are aimed to support the development/improvement of the higher education system and national qualification system in higher education, including the design and implementation of reforms, while the grant projects are aimed either to support the implementation of reforms at the level of higher education institutions, either to address regional/organizational/local needs identified for the development of higher education.

Intermediate Body for SOP HRD - Ministry of Education, Research and Youth (MoERY), are responsible for implementing grant projects and strategic projects will be implemented by the MA SOP HRD.

Indicative financial allocation for this KAI for programming period 2007 – 2013 is about 122 millions euro out of which 94 millions euro represents the EU contribution through ESF.

Dimension of granted financing:

Value of the project	1.850.000 – 18.500.000 Lei for strategic projects 185.000 – 1.849.999 Lei for grant projects
Maximum size of grant	Not applicable
Eligible value of the projects	Not applicable
Maximum size of grant to total eligible cost	98% for public legal persons 98% for private legal persons, without patrimonial purpose 95% for private legal persons, others than those without patrimonial purpose

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Minimum eligible contribution of the applicant	2% for public legal persons 2% for private legal persons, without patrimonial purpose 5% for private legal persons, others than those without patrimonial purpose
Community contribution “ to the granted support	77%
National public contribution to the granted support	23%

**II. Priority Axis 1, Key Area of Intervention 1.3 – Human resources development in education and training**

This area of intervention will aim at improving the teachers’ and trainers’ initial and continuous training and qualifications. It also envisages the quality assurance, the restructuring of the training and career opportunities of teachers (e.g. training portfolios and transferable credits, insertion and professional development mentoring, development of the occupational standards etc.). Increased levels of access and participation to master programs will be supported, in particular with respect to the pedagogical and trans-disciplinary masters for teachers.

The trainers, teachers, teaching staff with counseling and educational therapy functions, documenting and information, innovation-development, as well as other categories of staff delivering services in education and training (e.g. school mediators, school mentors – insertion and professional development mentors -, school counselors, learning developers etc.) are targeted under this key area of intervention. Conferences, seminars, modular courses and other forms of teaching and training for teachers and trainers, including those in partnership with companies for the staff in initial and continuous vocational training, are eligible for funding.

A particular attention will also be given to activities and projects for recruitment and preserving the teaching career for young graduates and programs supporting the development of new occupations in education.

The indicative operations are the following:

- Initial and continuous training of teachers and other human resources in education and initial VET, including training in partnership with companies;
- Training and retraining of training teachers and trainers in CVT;
- Support for integrated programs for teachers’ mobility and re-conversion towards non teaching activities;
- Support for career start and development in education.

Equal opportunities theme is reflected under this key area of intervention by the activities developed. The development of the human resources involved in providing educational assistance and accompanying services (e.g. training and

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retraining of educational assistants, itinerant teachers) for SEN students will also support the aim of equal opportunities and access to education for all. Equal opportunities is addressed by the development, through training and retraining, the teachers' and trainers' supporting attitudes and ability to use inclusive approaches and individual centered teaching and training. The specific designed training sessions/modules focusing on gender equality, equal opportunities, non-discrimination and respect for diversity that will be delivered for the target groups will address this horizontal theme. Projects aiming at supporting the specific approach of this horizontal theme at policy level and education units are also eligible.

The KAI addresses also sustainable development as horizontal theme, in particular, through eligible activities and type of projects. The training programs developed and delivered will include modules on sustainable development approach, pollution prevention, environmental issues, including methodologies of integrating these aspects into training programs. Furthermore, the projects aimed at directly supporting the training and retraining of teachers for developing students' active citizenships attitudes and behaviours, such as the development of environmental awareness, attitude and skills, are eligible and support this horizontal theme.

Type of call for project applications:

- Call for proposals with deadline for submission for strategic projects which will be implemented at national, multi-regional or sectoral level;
- Call for proposals with rolling submission, according to the principle of "first-come, first-served" for grant projects which will be implemented at regional, inter-regional or local level.

Intermediate Body for SOP HRD - Ministry of Education, Research and Youth (MoERY), are responsible for implementing grant projects and strategic projects will be implemented by the MA SOP HRD.

Indicative financial allocation for programming period 2007 – 2013 for this KAI is about 192 millions euro out of which 151 millions euro represents the EU contribution through ESF.

Dimension of granted financing:

Value of the project	1.850.000 – 18.500.000 Lei for strategic projects 185.000 – 1.849.999 Lei for grant projects
Maximum size of grant	Not applicable
Eligible value of the projects	Not applicable
Maximum size of grant to total eligible cost	98% for public legal persons 98% for private legal persons, without patrimonial purpose 95% for private legal persons, others than those without patrimonial purpose

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Minimum eligible contribution of the applicant	2% for public legal persons 2% for private legal persons, without patrimonial purpose 5% for private legal persons, others than those without patrimonial purpose
Community contribution to the granted support	80,95%
National public contribution to the granted support	19.05%

**III. Priority Axis 1, Key Area of Intervention 1.5 – Doctoral and post-doctoral programs in support of research**

This key area of intervention aims at contributing to the development of the RDI in Romania by improving the access and quality of researchers' initial training by supporting doctoral and post-doctoral programs. It addresses the need to improve the qualifications of future researchers through better training of doctoral candidates under doctoral cycle, as well as to improve the full time research positions, in particular within higher institutions.

Thus, under this KAI, the ESF support will be both institutional oriented support (e.g. development of doctoral and postdoctoral programs and schools) and individuals-oriented support (e.g. increased participation to doctoral programs and improved postdoctoral research positions).

According to Bologna cycles, the doctoral programs are part of the higher education and prepare the doctoral candidates to become researchers by offering them the knowledge and the competences for research activities. In the case of the doctoral programs, the KAI will focus on quality assurance, innovating the contents of the training, developing the researchers' managerial skills, as overall component of the doctoral and post-doctoral programs, that will be supported to promote the valorization of research outputs of researchers to greet the enterprises' need to innovate (for growing efficiency and competitiveness in economic activities). The KAI also supports the set up and development of graduate schools and the improvement of postdoctoral research positions, in particular in universities. It addresses the improvement of the research aspects of the Modernization Agenda for Universities, in order to further develop pools of highly specialized researchers in the RDI sector in an interdisciplinary approach. These activities, as well as the support given to the universities' networks, research centers and enterprises, will contribute to the consolidation of the connection between higher education, research and business environment.

The support for doctoral candidates and senior researchers aims at improving participation to doctoral and postdoctoral programs, supporting the learning mobility for doctoral candidates and senior researchers and increasing the

attractiveness and motivation for a research career. The financial support granted to the doctoral candidates ensures the conditions for participating in doctoral programs, in Romania, during the entire period of their doctorate cycle, with the possibility of a learning mobility in an EU university/research centre during the doctoral program. The possibility of granting scholarships for the participation to doctoral programs developed by EU universities/research centers it is also envisaged.

Indicative operations are the following:

- Strengthening the national doctoral and post-doctoral system, including support for networking universities, research centers and enterprises;
- Supporting doctoral and post-doctoral programs by innovating the contents, including the development of researchers managerial skills to promote the valorization of research outputs in economic activities;
- Support for doctoral candidates and senior researchers to participate to doctoral programs and post-doctoral research positions, including trans-national co-operation and learning mobility.

Equal opportunities theme is addressed under this key area of intervention by supporting the access and participation of women and vulnerable groups in doctoral and post-doctoral research positions and in the activities of exchange of experience, networking and partnership building the activities developed. The selection of applicants for doctoral and postdoctoral ESF support will be based on the principles of gender equality and equal opportunities, non-discrimination and respect of diversity. The specific designed training sessions/modules focusing on gender equality, equal opportunities, non-discrimination and respect of diversity delivered for the target groups will address this horizontal theme.

The KAI addresses also sustainable development as horizontal theme, in particular, through eligible activities such as: the training sessions/modules for the pollution prevention, environmental issues; introduction of sustainable development approach in tools and methodologies addresses this theme. Also, in conducting research, the ESF supported doctoral candidates and post-doctoral positions will have to meet the principles of environment protection, sustainable development etc

Type of call for project applications:

- Call for proposals with deadline for submission for strategic projects which will be implemented at national, multi-regional or sectoral level;
- Call for proposals with rolling submission, according to the principle of “first-come, first-served” for grant projects which will be implemented at regional, inter-regional or local level.

Intermediate Body for SOP HRD - Ministry of Education, Research and Youth (MoERY), are responsible for implementing grant projects and strategic projects will be implemented by the MA SOP HRD.

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Indicative financial allocation for programming period 2007 – 2013 for this KAI is about 335 millions euro out of which 284 millions euro represents the EU contribution through ESF.

Dimension of granted financing:

Value of the project	1.850.000 – 18.500.000 Lei for strategic projects 185.000 – 1.849.999 Lei for grant projects
Maximum size of grant	Not applicable
Eligible value of the projects	Not applicable
Maximum size of grant to total eligible cost	98% for public legal persons 98% for private legal persons, without patrimonial purpose 95% for private legal persons, others than those without patrimonial purpose
Minimum eligible contribution of the applicant	2% for public legal persons 2% for private legal persons, without patrimonial purpose 5% for private legal persons, others than those without patrimonial purpose
Community contribution to the granted support	85%
National public contribution to the granted support	15%

**IV. Priority Axis 3, Key Area of Intervention 3.1 – Promoting entrepreneurial culture**

This KAI aims to promote an entrepreneurial culture which refers to an individual's ability to turn business ideas into action. It includes creativity, innovation and risk taking, as well as the ability to plan and manage projects in order to achieve objectives. In this respect the objective of these activities is to make entrepreneurship a career option for everybody providing training in managerial and entrepreneurial skills. This will be an important solution to counterbalance the negative effects of the structural adjustment and industry restructuring process, by generating economic and social alternatives and improving the economic status of a significant number of people, and also for benefiting and administrating the positive effect of the market economy development which is stimulating the entrepreneurial potential.

The main indicative operations are:

- Increasing awareness and promoting positive attitudes towards entrepreneurial culture;

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- Implementing programs and innovative services for encouraging entrepreneurship and development of entrepreneurial culture;
- Management skills training, especially for micro-enterprises and SMEs;
- Encouraging entrepreneurship through support services for businesses start-up.

In order to increase the effectiveness of the operations, it will be possible to resort to use ESF resources pursuant to Article 34 of Regulation (EC) 1083/2006 and finance the necessary complementary activities and costs falling within the scope of assistance of the ERDF, within the limits and conditions provided for, up to a maximum of 10% of of the resources allocated to the priority axis.

Equal opportunities theme is a theme reflected in this key area of intervention by the activities developed. The specific designed training sessions/modules focusing on gender equality, equal opportunities, non-discrimination and respect for diversity delivered for the target groups will address this horizontal theme. The developed and implemented campaigns for promoting entrepreneurial culture will include aspects on gender equality, equal opportunities, non-discrimination and respect of diversity, including promoting women in their professional career and also in business start up.

The KAI addresses sustainable development, in particular, through eligible activities and type of projects. The training sessions/modules for the pollution prevention, environmental issues; introduction of sustainable development approach in tools and methodologies addresses this theme.

Whenever the State Aid Regulation applies, in conformity with art. 87.1 from the European Union Treaty, the Managing Authority shall comply with the provisions established by the block exception Regulations. Considering the type of the project, the Managing Authority will apply the Regulation (EC) no. 68/2001 on state aid for vocational training and Regulation (CE) no. 70/2001 on state aid given to small and medium sized enterprises.

Type of call for project applications:

- Call for proposals with deadline for submission for strategic projects which will be will be implemented at national, multi-regional or sectoral level;
- Call for proposals with rolling submission, according to the principle of “first-come, first-served” for grant projects which will be implemented at regional, inter-regional or local level.

8 Regional Intermediate Bodies for SOP HRD within the Ministry of Labor, Family and Equal Opportunities are responsible for implementing grant projects and strategic projects will be implemented by the MA SOP HRD.

Indicative financial allocation for programming period 2007 – 2013 for this KAI is about 180 millions euro out of which 152 millions euro represents the EU contribution through ESF.

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Dimension of granted financing:

Value of the project	1.850.000 – 18.500.000 Lei for strategic projects 185.000 – 1.849.999 Lei for grant projects
Maximum size of grant	Not applicable
Eligible value of the projects	Not applicable
Maximum size of grant to total eligible cost	98% for public legal persons 98% for private legal persons, without patrimonial purpose 95% for private legal persons, others than those without patrimonial purpose
Minimum eligible contribution of the applicant	2% for public legal persons 2% for private legal persons, without patrimonial purpose 5% for private legal persons, others than those without patrimonial purpose
Community contribution to the granted support	94%
National public contribution to the granted support	6%

**V. Priority Axis 3, Key Area of Intervention 3.2. – Training and support for enterprises and employees to promote adaptability**

The activities proposed under this KAI will focus on creating internal capacities for companies to produce their own human resources, including through specialized training, with a particular attention on the new technologies.

Regarding the complementarity with the KAI 2.3, approaching skills and competences development training modules for their employees, the operations under this KAI will aim at supporting specialized training, for enterprises that, in their effort of promoting adaptability, will adopt advanced technologies. In this sense, employees in environment protection of high technologies enterprises will be supported in order to receive new information in the fields they activate in.

There will be provided training to the medical staff as well as to physicians in medicine, including occupational medicine. At the same time, environment and health insurance issues will be cross-cuttingly approached in training programs. Campaigns on preventing health risks, such as on the need to undertake regular medical check ups, the damaging effects of tobacco or alcohol, on the need to preserve a proper working environment, free of risk factors (e.g. stress, noise and pollution), preventive health care for children and elderly in the event of heat waves shall also be promoted.

The main indicative operations are:

- Supporting innovative methods for flexible work organization, including new working practices and improved conditions;
- Providing skills training for employees to improve quality and productivity in the workplace;
- Supporting activities and measures for occupational diseases prevention, health and safety at work, as well as for a friendly work environment and for the reconciliation of work and family life;
- Promoting and supporting training of health management and medical staff;
- Information and awareness campaigns addressed to change social attitudes and stereotypes towards vulnerable groups in the working environment;
- Providing training in new technologies, including ICT, environment and controlling pollution;
- Promoting trans-national exchanges of experience in increasing adaptability;
- Award/quality certification for enterprises promoting flexible organization at work and services aimed at facilitating their employees' reconciliation of work and family life.

In order to increase the effectiveness of the operations, it will be possible to resort to use ESF resources pursuant to Article 34 of Regulation (EC) 1083/2006 and finance the necessary complementary activities and costs falling within the scope of assistance of the ERDF, within the limits and conditions provided for, up to a maximum of 10% of of the resources allocated to the priority axis.

Equal opportunities horizontal theme is a theme reflected in this key area of intervention by the activities developed. The specific designed training sessions/modules focusing on gender equality, equal opportunities, non-discrimination and respect of diversity delivered for the target groups will address this horizontal theme. The information and awareness campaigns developed and implemented under this KAI will promote equal opportunities and non-discrimination at workplace, and also respect for diversity.

The KAI addresses sustainable development, in particular, through eligible activities and type of projects promoted. The training sessions/modules for the pollution prevention, environmental issues will address this horizontal theme. Introduction of sustainable development approach in tools and methodologies addressed will contribute to the promotion of this horizontal theme.

Whenever State Aid Regulation applies, in conformity with art. 87.1 of the European Union Treaty, the Managing Authority shall comply with the provisions established by the block exception Regulations. Considering the type of the project, the Managing Authority will apply the Regulation (EC) no. 68/2001 on state aid for vocational training and Regulation (EC) no. 70/2001 on state aid given to small and medium sized enterprises.

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Type of call for project applications:

- Call for proposals with deadline for submission for strategic projects which will be implemented at national, multi-regional or sectoral level;
- Call for proposals with rolling submission, according to the principle of “first-come, first-served” for grant projects which will be implemented at regional, inter-regional or local level.

8 Regional Intermediate Bodies for SOP HRD within the Ministry of Labor, Family and Equal Opportunities are responsible for implementing grant projects and strategic projects will be implemented by the MA SOP HRD.

Indicative financial allocation for programming period 2007 – 2013 for this KAI is about 308 millions euro out of which 229 millions euro represents the EU contribution through ESF.

Dimension of granted financing:

Value of the project	1.850.000 – 18.500.000 Lei for strategic projects 185.000 – 1.849.999 Lei for grant projects
Maximum size of grant	Not applicable
Eligible value of the projects	Not applicable
Maximum size of grant to total eligible cost	98% for public legal persons 98% for private legal persons, without patrimonial purpose 95% for private legal persons, others than those without patrimonial purpose
Minimum eligible contribution of the applicant	2% for public legal persons 2% for private legal persons, without patrimonial purpose 5% for private legal persons, others than those without patrimonial purpose
Community contribution to the granted support	78%
National public contribution to the granted support	22%

*The actual stage of implementation of SOP HRD*

As regards the implementation of the SOP HRD, on 16<sup>th</sup> of May 2008 the MA SOP HRD together with the Intermediary Bodies launched 38 calls for proposals for grant projects for 17 key areas of intervention from SOP HRD.

The submission of a application form can be done only electronically on website [www.fseromania.ro](http://www.fseromania.ro) and the deadline for the submission of the application form is foreseen by the Applicant’s Guide for each call for proposal. More details regarding eligible activities, categories of eligible expenditure and categories of eligible beneficiaries can be found also in Applicant’s Guide of each call for proposal.