

Curriculum vitae



Personal information

Surname(s) / First name(s) **Pîrciog Speranța**
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E-mail(s) pirciog@incsmmps.ro
Nationality(-ies) Romanian
Date of birth 1st of January 1965
Gender Female

Work experience

| Dates | Occupation or position held | Main activities and responsibilities |
|--------------------------|---|---|
| 01.2003-present | Scientific Manager, senior researcher | Coordination as project manager / partner responsible of more than 25 studies on the following topics related to the labor market: <ul style="list-style-type: none">- The development and the analysis of labor market indicators,- The development of forecasting methodologies for labor market at national and regional level- Forecasting occupations dynamics on the labor market- Studies on economic and social disparities at regional level,- Methodologies for gender inequalities assessment- Projections of labor supply- Studies on family and professional life reconciliation |
| | Name and address of employer | National Research Institute for Labour and Social Protection |
| | Type of business or sector | Scientific Research |
| 11.1997- 01.2003 | General Manager, Senior Researcher (second rank 1997-1998, first rank since 1998) | <ul style="list-style-type: none">– Management by objectives, project management,– Undertaking studies, researches and analyses in the field of labour market, employment policies, social security systems, poverty and social exclusion, local and regional development, continuing vocational training; |
| | Name and address of employer | National Research Institute for Labour and Social Protection |
| | Type of business or sector | Scientific Research |
| 09.1994- 10. 1997 | Executive Manager, senior researcher (third rank) | <ul style="list-style-type: none">- Department Management,- Undertaking research studies on labor market dynamics, development of employment indicators system, development of methodologies for estimating minimum living level, studies of the dynamics of social indicators, standard of living, poverty, marginalization and social exclusion, studies on gender inequalities |
| | Name and address of employer | National Research Institute for Labour and Social Protection |
| | Type of business or sector | Scientific Research |
| 10.1991-09.1994 | Scientific researcher | |
| | Name and address of employer | National Research Institute for Labour and Social Protection |
| | Type of business or sector | Scientific Research |
| | Dates | 10.1991-09.1994 |
| | Occupation or position held | Scientific researcher |

Main activities and responsibilities – Research on labour market indicators
– Analyses on labour market trends
– Research on poverty indicators

Name and address of employer National Research Institute for Labour and Social Protection

Type of business or sector Scientific Research

Dates **05.1990-10.1991**

Occupation or position held System analyst

Main activities and responsibilities Wages and output statistics

Name and address of employer Department of Electronic Equipments

Type of business or sector Manufacturing

Dates **1997-1999**

Occupation or position held Associate university lecturer

Main activities and responsibilities Preparing and delivering courses and seminars and running exams in human resources management at Masters' Courses in HRM; coaching students in the preparation of the Master's degree thesis

Name and address of employer Academy of Economic Studies, Bucharest, Management Faculty

Type of business or sector Education

Education and training

Dates 09. 1992-01. 1998

Title of qualification awarded PhD in Economics

Principal subjects/Occupational skills covered Labour Economics, Statistics, Macroeconomics

Name and type of organisation providing education and training Academy of Economic Studies, Bucharest

Dates 09.1983-06. 1987

Title of qualification awarded Economist, Bachelor Degree in Cybernetics and statistics

Principal subjects/Occupational skills covered Cybernetics and statistics

Name and type of organisation providing education and training Academy of Economic Studies, Bucharest

Dates 1979-1983

Title of qualification awarded High school leaving diploma

Principal subjects/Occupational skills covered Mathematics-Informatics

Mother tongue(s) Romanian

Other language(s)

Self-assessment

European level ^(*)

English

French

| Understanding | | Speaking | | Writing | |
|---------------------|---------------------|---------------------|---------------------|---------|------------------|
| Listening | Reading | Spoken interaction | Spoken production | | |
| B2 Independent user | B2 Independent user | B2 Independent user | B2 Independent user | B2 | Independent user |
| B1 Independent user | B1 Independent user | B1 Independent user | B1 Independent user | B1 | Independent user |

^(*) Common European Framework of Reference (CEF) level

Social skills and competences

Communication skills, acquired during the years holding management positions and by the large number of scientific communications at management level,

Skills for multidisciplinary teams' coordination, skills for teamwork gained by over 20 years of working experience in project (from project proposals to result dissemination).

Organisational skills and competences

Organizational skills acquired by coordination during 11 years of the programme "Increasing employment and social inclusion – a sustainable and active society " and also by the coordination of national projects (in the National Plan for Research, Development and Innovation I and II) and international (PhareVET, World Bank, UNDP, World Bank) during the 22 years of activity in socio-

economic-research

Organizational competences acquired through positions held in managerial activity: General manager of the scientific research institute (3 years), scientific director of the research institute (11 years), elected president of the Scientific Council (15 years), Chairman of the Directors Board of the institute (3 years), Vice President of the Board of Directors of the institute (11 year), executive director of an education center (3 years)

Technical skills and competences

Skills in social and economic research in the following topics: forecasts and estimations of the labor demand and its correlation with the dynamics of supply (10 years), the transition from school to work (7 years), identification and evaluation of the policies dedicated to reducing social inequalities and poverty (6 years), evaluation of regional and local disparities regarding the workforce demand and supply dynamics (11 years).

Awards of the National Authority for Scientific Research

First Prize for research and development projects in the priority area: Socio-economic and humanistic research for the "projection of employment and skills shortages in the short and medium term" -2007

Certificates of Excellence awarded by the Institute, which recognizes the research activity

Diploma of Excellence in major impact projects section (1) , Degrees of excellence for the entire scientific activity (6)

Diplomas awarded by other academic institutions

Degree of excellence in scientific research - awarded by the Institute of National Economy - Romanian Academy in 2010

Computer skills and competences

Windows, MS Office Package (Word, Excel, Power Point), Fox Pro, SPSS,

Driving licence(s)

Category B, 1995

Additional information

Research activity- relevant projects

2014-2015

Impact evaluation of labour market active measures

Ministry of Labour, Social Protection, Family and Elderly

- *Coordinating the project consortium and the research team of the Institute*
- *Analyzing the impact of labour market active measures and the factors*
- *Made some policy recommendation*

2011-2012

Project

Assessing and forecasting potential labor demand for higher education graduates in occupational structure in 2020 perspective, in order to develop policies on higher education/ 2011-2012

Beneficiary

Ministry of Education, Research, Youth and Sport

Description/tasks

- *Coordinating the research team of the project coordinator, coordinating the implementation of the methodology for projecting labor demand for university graduates ;*
- *Analyzing the correlation between educational supply and labor demand at national and regional level*
- *Coordination of the mechanism projection (operational tool with institutional support) dedicated to monitoring the consistency between labor demand and supply, result presentations to the beneficiary, coordinating the fulfilling of partners scientific objectives.*

2010-2013

Project

The management of the correlation between education system and labour market

Beneficiary

Ministry of Education, Research, Youth and Sport/ ESF- POSDRU financing

Description/tasks

Coordinating the team of researchers from INCSMPS for designing, testing and implementing the tools, procedures, methodologies of monitoring the alumni insertion on labor market and also for the development of labor demand forecasts, results dissemination

2010-2012

Project

Vocational education supply and labour market requirements correlation

Beneficiary

The National Centre for Technical and Vocational Education and Training Development/ ESF- POSDRU financing

Description/tasks

Coordinating the INCSMPS researchers team in the process of elaborating, testing and implementing the methodology of correlating the vocational training educational supply with labor market, results dissemination, project partners communication

Period

2007-2010

Project

Determinants of labour market insertion of higher education graduates in Romania

Beneficiary

National Authority of Scientific Research/ National Plan of Research Development and Innovation- I2

Description/tasks

Project coordination, implementation and validation of a methodology which investigates the degree of insertion on the labour market for higher education graduates, writing scientific articles

Period

2008-2011

Project

Projection of the occupations development in Romania in the new economy framework

Beneficiary

National Authority of Scientific Research

Description/tasks

Coordinator of the consortium (consisting of 1 national scientific research institute, 2 universities, 1 Institute of the Romanian Academy) which main objectives were: to develop an evaluation methodology of the occupational changes in the new economy, to conduct the survey for estimating the impact of ICT on the dynamics of labour market and to study the changes in Romanian occupational system, with special regard to the new economy, to forecast the occupations growth in Romania.

Period

2010

Project

Institutional development of vocational training

Beneficiary

The National Centre for Technical and Vocational Education and Training Development / Phare TVET RO 2005

Description/tasks

Coordinated the institute project team in the process of developing the pilot survey on the level of employability of technical and vocational education graduates in the county of Galati, developing the survey on the labor demand in the companies from Bucharest-Ilfov region and implementing the pilot survey on employers' satisfaction regarding the VET graduates employed in the Bucharest-Ilfov region, writing the research reports for Bucharest-Ilfov region

Period

2009-2011

Project

Projections of employment on short and medium term - 2009-2011

Beneficiary

Ministry of Labour, Social Solidarity and Family/ NUCLEU programme SOACT 3

Description/tasks

Coordination of the research team to develop the methodology for investigating the occupational

mobility from the theory of occupational prestige point of view, methodology testing and validation

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|-------------------|---|
| Period | 2005-2008 |
| Project | Models and mechanisms to reduce regional disparities in Romania by developing the knowledge-based economy |
| Beneficiary | Ministry of Education, Research, Youth and Sport |
| Description\tasks | Coordinating Consortium (two research institutes of the Romanian Academy, a firm, an university), coordination INCSMPS research team to develop the methodology for investigating the role of science, technology and human capital in regional economic development: survey in firms, results dissemination, participation in conferences, publishing a book |
| Period | 2005-2008 |
| Project | Employment and skill-gap projection on short and medium term |
| Description\tasks | Project management, supervising three national surveys (one on enterprises, one on employees and one on households) aiming at assessing skill shortages and skill gaps in Romania, as well as analysing the relation between migration and labour market, organising national workshops for findings dissemination, elaborating reports. This project awards 1 st place on competition "Complex research projects for excellence" domain socio-economic and humanistic |
| Period | 2006-2008 |
| Project | <i>Employment projection on short and medium term and forecast the labour market shortages</i> |
| Description\tasks | Project management, supervise designing methodological instruments and data collection on labour market participation and social participation for vulnerable groups in Romania, elaborating recommendations for increasing social inclusion and reports elaboration |
| Period | 2008 |
| Project | <i>Institutional development of vocational and technical education</i> |
| Description\tasks | <i>Supervising Pilot survey achievement on the degree of employability of vocational and technical education graduates in the county Galati, supervise survey achievement on labour force demand for the companies from region Bucuresti-Ilfov, supervise pilot survey on the employer motivation degree regarding the vocational and technical education graduates employed, coordinate research reports implementation</i> |
| Period | 2005 |
| Project | Assessing professional insertion of graduates of the school of arts and crafts |
| Description\tasks | Supervise Pilot investigation on the professional insertion of graduates of the school of arts and crafts and year of completion of Galati county one year from graduation |
| Period | 2005-2006 |
| Project | Quantitative and qualitative assessment of skills deficit in Romania |
| Description\tasks | Coordinating Development of research methodology(sampling) for two national representative surveys among employers and employees, data processing and interpretation |
| Project | <i>Monitory system of gender differences on the labour market</i> |
| Period | 2002-2005 |
| Description\tasks | Project management, desk research and secondary analysis on available data in order to identify gender differences with respect to time use for work and family life |
| Period | 2004-2005 |
| Project | <i>Foresight the need for vocational training according to labour market needs in South-East region in the view of 2010 year</i> |
| Description\tasks | Project management, designing and running a complex foresight methodology in order to assess vocational training demand on medium term, reports elaboration |
| Period | 2004-2005 |
| Project | <i>Development of the vocational and technical training system at regional level according to labour market needs in the view of 2013 year</i> |
| Description\tasks | Project management, data collection and analysing the features of the vocational and technical training system at regional level, identifying paths for developing the system in order to better respond to the market needs on the medium term, reports elaboration |
| Period | 2004-2006 |
| Project | <i>Models for estimating of the need for vocational and technical training according to labour market needs at the level of South West region in the view of 2010 year</i> |
| Description\tasks | Project management, designing and running econometrics techniques in order to assess the need of vocational and training system at regional level on medium term, reports elaboration |
| Project | <i>Feasibility study, Indicators development, causal and factorial analysis of the changes in poverty profile</i> |
| Period | 2004-2006 |
| Description\tasks | Project management, desk research, primary and in-depth data analysis on poverty indicators, running complex statistic analysing techniques in order to assess poverty evolutions in Romania, as |

| | |
|-------------------|--|
| | well as identifying its main determinants |
| Project Period | <i>Evolution of the occupation on Romanian labour market in 2010 perspective</i> 2006 |
| Description\tasks | Project management, supervising the design of the research methodologies, running scenarios for assessing the evolution of employment in occupational profile in the view of 2010 year, editing the "Evolution of the occupation on Romanian labour market in 2010 perspective" volume, organising a national conference for findings dissemination, reports elaboration |
| Project Period | Patterns and mechanisms of reducing the Romanian regional gaps through the knowledge economy 2006-present |
| Description\tasks | Project management, supervising the design of the system of indicators for assessing regional development, analysing pattern of development in regional profile, reports elaboration |

Training activity

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|--------------------|--|
| Training programme | Within the project Management of linking education to labour market 2010-2013 |
| Beneficiary | Target group: staff responsible for: professional counselling in state universities, looking at labor market insertion of higher education graduates -2012 |
| Description\tasks | Supervising the elaboration the course materials, trainer of trainers, writing the training report |

List of recent publications

- A simulation approach to forecast the employed population by economic sectors and major groups of occupations -Andreica, Mădălina Ecaterina, Pirciog, S -in vol „Recent Researches in Economics and Management Transformation”, pg. 104-109, ISBN: 978-1-61804-053-4
- Factors Influencing Employment in the EU - Vasilescu, D., Aparaschivei, L., Pirciog, S. - In vol „Recent Researches in Applied Informatics”, pg. 237-241, ISBN: 978-1-61804-034-3
- Gender differences in gross worker flows, pp. 261-265, ISBN: 978-960-99486-3-0 -Cristina Lincaru, Speranța Pirciog, Codruța Drăgoiu, Gabriela Predoșanu, Luise Mladen, Beatrice Chiriac - Proceedings of the 7th International Conference on Management of Technological Changes, Book II, 2011
- Key skills development at firm level and at occupation level enrichment tendency – evidence from Romania - drd. Gabriela Tudose, dr. Vasilica Ciucă, dr. Speranța Pirciog, and dr. Cristina Lincaru, in the International Journal of Management, Marketing and Technology (IJMMT). in Journal of Economic Literature, EBSCO database and ISI, Ttp://ijmmt.yolasite.com/, ISSN 0976-7612, Based on the invitation for the inaugural issue of the IJMMT, January 2010, Mind Reader Publications, India, The IJMMT is an interdisciplinary journal
- Simulation scenarios of employment on the Romanian Labour Market Andreica, Mădălina Ecaterina, Cristescu, A., Pirciog, S. Vol „Recent Researches in Applied Informatics”, pg. 260-264, ISBN: 978-1-61804-034-3
- The Role of Labor Productivity in the Evolution of Romanian Employment -Aparaschivei, L., Vasilescu, D., Pirciog, S.- in Recent Researches in Applied Mathematics, Simulation, Modelling, PG. 96-99, ISBN: 978-1-61804-016-9
- Employment trends for information and communication technology professionals - Speranta Pirciog, Eva Militaru- in Proceedings of the Conference on Quality Management in Higher Education, 16-17 nov. 2012, Iasi
- Education Job match among Romanian University Graduates. A Gender Approach Speranța Pirciog, Eliza Lungu, Cristina Mocanu Recent Advances in Mathematics and computers in Business, Economics, Biology and Chemistry; in Proceedings of the 11th WSEAS International Conference on Mathematics and Computers in Business ans Economics (MCBE'10)