

MANAGEMENT OF PROJECTS FUNDED BY THE SECTORAL OPERATIONAL PROGRAMME HUMAN RESOURCES DEVELOPMENT: PROMOTING SOCIAL INCLUSION

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Abstract: *Project management, promoting social inclusion, send a phased thorough complexity in the organization of activities and its objectives due to fixation target group involved, namely persons with disabilities considered especially vulnerable group psychological and social aspect. As a result, the project requires a new theoretical and practical approach to a content different from the normal social projects for groups, complexity and specificity forcing an appeal to a higher content than conventional projects*

Keywords: *theoretical project, practical project, quality assurance, quality control.*

1. Introduction

Project management is a relatively recent discipline, with the incorporation of economic, social and cultural projects developed in the process of accession to the European Union. Amounts carried and used by international programs launched by PHARE, SAPARD, ISPA, by other types of projects in different fields such as: "Education and Training", "Leonardo da Vinci", "Socrates", "Youth", "Elearning" "Alfa", "Grasp", "Twinning light" or, in particular, the Sectoral Operational Programme Human Resources Development in Priority Axis 6: "Promoting social inclusion" with Major Field Intervention 2: "Improving access and participation vulnerable groups in the labor market ", succeeded by Major Field of Intervention 3:" Promote gender equality on the labor market "indicates the significant role they have externally funded projects in economic development and lead to a growing area of application.

2. General aspects of management of European projects

Involving people with disabilities in the labor market is only one segment of the complex process of sustainable development in terms of economic instability, the project given to obtain evidence for making quality decisions, knowing that the way out of the crisis is innovation, and the project is innovative in structure and the ideas promoted. Innovation in project design creativity means more use of effective new methods to involve disabled people in sustainable economic development of our society, transforming them from inactive to active people.

This project is in pursuit of economic and social cohesion of the European Union has the following action items:

- convergence, which promotes the development and structural adjustment of regions lagging behind development
- regional competitiveness and employment in areas that are not eligible for the convergence objective
- european territorial cooperation through regions, counties and areas of transnational.

In such a theoretical framework, the concept of project management is defined as a set of dynamic processes together that takes place in an organized well-defined, specifying and using resources in a controlled and structured manner in order to achieve of accurately defined objectives.

As an illustration, the project is placed in the EU2020 strategy, aiming especially the first two major objectives at EU level:

- employment at a rate of 75% among people aged 20 to 64 years
- research, investment and innovation with a level of public and private investment in research and development than 3% of EU GDP.

Accessing the funding provided by the Structural Funds is a current topic in business.

The low degree of absorption of funds indicates an important evaluation criterion in assessing the efficiency of public structures used as legal persons with management authority, European funds. European Social Fund is the main instrument through which the EU finances strategic objectives of employment policy¹, which supports the following priorities:

- increasing adaptability of workers and enterprises
- increase access and participation in the labor market
- promoting social inclusion by combating discrimination and facilitating access to employment for disadvantaged people.

A good project management is the planning, coordination, management and control of the project life cycle so as to achieve the project objectives in terms of cost and quality set², the project was considered "a tool to achieve a result that is unique and to be attained over a period of time, within a budget³."

The establishment and promotion of the project involves teaching the project management, specific knowledge of the diversity of types of projects can be applied, but especially the setting of objectives of the project and how to use its results on the entire life cycle, taking into account external environment of the project results will be evaluated. Implementation of a project life cycle requires first proper interaction between its economic parameters and a better connection between the principles and factors to achieve goals. Project management requires careful planning of activities, a careful organization of human resources and materials management tasks monitored in stages, leading to measurable goals, for a defined scope, in the presence of constraints related to time, resources, costs and quality. Therefore the main areas to be taken into account when addressing project management are: management of project scope, time, human resources, other resources, risk, information quality management. The main advantages of using project management, which are endorsed fields above are: smaller time intervals organizational development, lower costs, higher quality and higher profit margins. In addition, increasing overall efficiency is results-oriented. In the current period, projects are indispensable in organizations. Increased volatility in the business environment requires organizations ability to respond effectively and fast. For the purposes of efficiency and dynamism, project management distinguishes two points: a) the design of the project as a result of research, development and design, generating a theoretical project, b) the implementation of the concept, defining a practical project.

The project includes activities that direct toward a common goal and requires the use of a variety of resources: human and material quality, financial well-calculated, advanced equipment, careful documentation for information judiciously distributed. Working time implementation of the project is measured at a first and final until its execution. In a project funded by Sectoral Operational Programme Human Resources Development theory, presentation phases and their deployment is detailed, from the conceptual and practical project is more spectacular than the original proposed

¹See <http://www.fseromania.ro>

²See Armenia Androniceanu, Oana Abăluță, Doru Curteanu, Irina Popescu, „Managementul proiectelor cu finanțare externă”, Editura Universitară București, 2006, p. 12.

³For this definition, see: Cristian Haiduc, Mihaela Șteț, Gheorghe Vâlcă, „Managementul proiectelor” Editura Risoprint Cluj-Napoca, 2010, p. 5.

adding activities. The project consists of a theoretical amount of eligible activities, the manager being able to choose between methods of implementation, activities, products offered and their recovery modes. The project involves a theoretical approximate cost accounting. In a practical project funded Sectoral Operational Programme Human Resources Development obtained after some investigation, is punctual and rigorous presentation of the activities, their planning stages and phases is well defined temporal and in terms of carrying out practical projects are characterized by reality. The design is done by limiting the activity performed, based on well-selected human resources and financial resources calculated from the sale of products to research. Therefore, cost accounting is accurate and originality of the project resulting in effective ways to achieve the objectives. In summary, the project includes both the sense defined processes, which generates two different types of specific projects, with different methods of management: one theoretical and one practical first case to the second case.

Types of projects

Features of a project defined by its scale deployment of the objective and the proposed activity and the quality of the products concerned for sending different types of projects. The project in question is pursuing the following priorities of the National Strategic Reference Framework:

- developing basic infrastructure for people with disabilities to European standards
- improving the competitiveness of crafts long term requirement of Romanian economy
- development and more efficient use of human capital, the inactive
- effective administrative capacity building
- balanced territorial development by approximating European standards.

Achieving this European project involves, in addition to setting overall objectives, the following activities:

- situation analysis identifying problems / needs
- prioritize problems
- decision on whether the project
- defining project idea
- consulting the stakeholders.

In addition to the overall objectives, a project contains specific objectives and external funding by:

- promoting quality education and initial and continuing training, including higher education and research
- promoting entrepreneurship and improving quality and productivity at work
- facilitate insertion of young and long term unemployed into the labor market
- development of a modern labor market, flexible and inclusive
- promoting labor market insertion of inactive people, including in rural areas
- improve public employment services
- facilitating the access of vulnerable groups to education and the labor market.

First, the project will take into account the proposed area of work, after which distinguish:

- local projects (city, county, group of counties)
- national projects
- regional projects (under future legislation and dividing territory in regions)
- international projects.

Secondly, will focus the lens and project work, after which distinguish:

- industrial projects
- trading names projects
- cultural projects

