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# The MAGIC PENTAGON

News letter edited by „IOAN SLAVICI” Association for European Integration from Timisoara, Romania  
Anul II Numărul 5 February 2017 20 pages

## THE IMPORTANCE OF YOUTH’S PERSEVERANCE ON THE LABOR MARKET



Skill is one of the five essential components of the MAGIC PENTAGON: competences, knowledge, skills, standpoints and mobility. If skill means ability, prowess, knack, handliness, qualification, competence, then perseverance in searching for individual solutions concerning employment is one of the most important skills required.

It is obvious that personal pursue and unconditioned effort are the most important ingredients in the development of a successful life strategy for the young unemployed. The statement relies on individual life situations the youth must face, and which have proved to emphasize the need of these two qualities. In case a person does not have a job and does not see any other solution in the absence of networking, he/she must perseveringly rely only on himself/herself to reach the saving solution. (In the Western organizational and social discourse, networking has become an important reference in the assessment process of successfulness and social performance).

Changing the passive attitude and intensifying the efforts for solution identification on personal level, accessing information on labor market, maintaining connection with the institutions and organizations responsible for labor market regulations, and with the economic agents on the market, are all ideas the youth should focus on while fighting unemployment.

Despite the elements of discouragement and pessimism, professional entanglements and temporary lack of opportunities which might appear, one day the solid motivation and the conscription of efforts will lead to the desired results, if the individual level of ability to persevere remains high.

The young generation must know that they represent the future economic success. However, at the same time, they need to get aware of the need of responsibility, involvement and continuous perseverance in order to facilitate the accession into a new reality, where the human potential will become the main incentive of the economic growth.

Assist. Prof. PhD. **Christina BARBU**, Romania  
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## SUPPORTING YOUTH MOBILITY ON THE LABOR MARKET

One of the five components of the *Magic Pentagon* is **MOBILITY**. The capacity of being mobile, of moving, of changing places or positions, requires permanent measurements of improvement concerning youth’s opportunities on the labor market.

The future of the young generation is marked by mobility in all life domains, such as:

- education;
- labor market offers (by which young people can use and value their knowledge acquired in school);
- offer of subventions by stimulating employees etc.

It is hard for young graduates to find jobs and various factors cause their unemployment:

- early school drop-out before obtaining specializations;
- lack of relevant competences and professional experience;
- precarious jobs followed by unemployment;
- limited possibilities of training;
- insufficient or inadequate active programs on the labor market etc.



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**ROUMANIAN LABOUR MARKET IN 2017- OPPORTUNITIES AND THREATS**

From the perspective of labour market, year 2017 started in our country in a very complex way. The most debated issues are increasing minimum salary and lack of candidates. The ad-hoc increases of minimum salary have significantly increased. As it is stated in document “European Semester-Country report”, the share of workers which have minimum wage have resulted in high concentration in the lower part of wage distribution (European Commission 2016). In January 2016, the government set up a tripartite group, which purpose is to introduce a minimum wage indexation mechanism in the future. A study impact was conducted, which analyzed socio-economical effects of changing minimum salary and “Tripartite Group” approved creation of a “Group of Experts”, which ensures the founding of mechanism based on the conclusions of this study report. Despite these evolutions, in January 2017, the Romanian Government decided to increase ad hoc the minimum salary, starting with February 1<sup>st</sup> 2017, to 1450 RON(322 Euros), and to 1750 RON(390 Euro) until 2020.



At the same time, labour market from various counties and regions shows many imbalances. Thus, Timis county faces intense lack of new workers, but even so, active companies announce increases in hirings. With an unemployment rate well below the national average, with a smaller and smaller number of unemployed persons, the westernmost county of Romania, continue to flourish. Official data of Timis County Agency of Employment(AJOFM), it shows that at the end of March 2016, unemployment rate in Timis was 1.76%, slightly more pronounced among men-1.86%, compared to women-1.68%. A total of 5997 persons are registered in official statistics as being unemployed. Number of workplaces offered by Agency of Employment, in Timis, was 662. Even so, the managers complain that they cannot find people for new jobs. That is true, salary paid by them are not always the highest from the market, especially for those with secondary education, professional school and unskilled workers. Most of these jobs are in domain of light industry, but also commercial workers or constructions are sought. Employers from West region of Romania are more and more optimistic. They expect the most powerful and stable increasing of labour market since 2008 until present. They reported a net positive trend of employments. The unadjusted seasonally data indicates a dynamic market, with a robust volume of employments. Compared with previous years and with the same period of last year (2016), the improvement is significant. “The intentions of hiring are intensifying, due to the signs of stability from entire Europe and a predominant positive climate at global level, but we do not believe that we have to deal with a increased optimism, but rather a decreasing of pessimism”, stated general director of the company which conducted the study concerning the predictions. The same study also stated that, at the national level, employment will increase, for year 2017. The increasing of net prediction of employment at national level rely on increasing of number of companies that intend to employ people this year, but also by significant decreasing of percentage of employers. “The impulse of employing exists, but is fragile and must be sustained by a stable tax and legal framework.”

Main trends for 2017 will be influenced by investors from the oil countries, which are looking for new places for investment. Romania is an attractive space. The crisis of income and oil price determined an orientation, as a strategy, a diversification of industries where they activate. Thus, the companies from oil countries are looking to invest in Services. IT market is in a top position on their preferences for investment, Romania being very attractive for these companies. Another factor are the effects of Brexit on the candidates’ market. On this year, it comes a larger and larger wave of potential candidates which want to get employed in Romania. Most of them are with temporary right of labour in Great Britain, and have received from companies a message that the summer of 2017 will not find them in the same company. They have to leave United Kingdom after Brexit. A good part of them work in IT industry. Romanian IT market is oversaturated with offers, but with fewer and fewer candidates, or with too high demands, but these people that leave Great Britain, are a very good solution. The problem is that, most of them are from Iran, India, Malaysia and Indonesia, and their motivation is to remain in Europe. At the same time, it should be mentioned that British, Swedish and German people are interested in Romania. They see the opportunity to become entrepreneurs and to be employed in subsidiaries of multinational companies from Romania, and see the positive things of Romania, such as: attraction of public system companies over specialists from multinational companies, financial motivation of candidates which have loans to be paid back.

Another paramount factor is personal development and stability as a main value which is sought in the context of job change. A paramount issue in actual image of labour market, it represents the estimation of value added which employers expect from employees. Among the most difficult posts of work to be occupied are: skilled and unskilled workers, engineers, production operators/ CNC operators, car drivers, staff for hotels and restaurant, IT, financial-accountant, sales managers. A good part of employers consider that the main reason for occupying these jobs is difficult is due to the lack of available candidates. Another issue of labour market in 2017 is lack of talent. That is absence of specialists and candidates with creative capacity, and innovative candidates. In the context of lack of talents, Romanian employers offer a series of advantages: extend the job offer by offering extra benefits and advantages for candidates, they increase salaries offered and others invest in training and development of the staff. Employability is defined as “ability to occupy a initial job, to maintain the job, and to be mobile on labour market” is the priority which is found on all job offers from employers from Romania and from the other countries, on the context of labour market in 2017.

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## EMPLOYMENT DIFFICULTIES AND MIGRATIONS OF YOUNG PROFESSIONALS FROM SERBIA: CAUSES AND CONSEQUENCES



Transition of young people from the field of education to the sphere of labour market is a significant precondition for the process of becoming independent and entering the world of adults. Unfortunately, this transition has in Serbia often been difficult and hindered by numerous objective social obstacles, dominated by the following: disharmony between the offer and the needs in the labour market, the lack of clear vision of social-economic growth of the country and the dominance of political over all other fields and aspects of life. In such a context, the problems of educational system have become rather serious. According to a research carried out by European Training Foundation, the standpoint of the experts that the discrepancy between demand and supply in the labour market in Serbia had to a great extent been caused by the problems in education, i.e. theoretical approach to professional education, slow and inadequate changes in educational programs and the lack of high quality cooperation and communication between the sphere of education and the sphere of employment (ETF, 2010).

However, there is a number of researchers in Serbia who consider that the labour market in Serbia is not significantly different from other economies in transition, or from European economies; in other words, they are all characterised by the following trends:

1. "Flexibility of labour market has become more pronounced, and this is why young people find it difficult to get permanent employment;

2. Qualitative disharmony between offer and the needs of labour market has also become more emphasized;

3. Migrations of young people have become more extensive, selective and versatile than in the pre-crisis period;

4. The heritage of family working history has influenced the creation of new forms of polarization of young generations.

5. There has been strengthening of multinational regulation of labour market leading to more intensive investment in employment policies and labour market". (Savković, M. & Gajić, J., 2016: 452).

Nevertheless, statistic indicators have shown significant differences between the labour market in Serbia and European Union average. For example, the unemployment rate of the age groups between 15 and 24 years was in 2013 twice as high as in EU (49,4% as opposed to 22,7%). Compared to the countries in the region such high rates of unemployment of the youth was typical only for Greece (57,9%) and Croatia (49,8%), while all other neighbouring countries have significantly lower level of unemployment (Romania 23,6%, Bulgaria 28,4%, Hungary 27,2%, Slovenia 21%). (EUROSTAT and Republic Bureau for Statistic of the Republic of Serbia).

Unfavourable employment conditions, in the first place reflected in impossibility of employment, inadequate employment and unsatisfactory incomes, have been the most frequent causes for young people to choose to leave Serbia and search for a better future in some other country.

Namely, economic migration in have this region been not only massive, but a common phenomenon. They started in 1960ies and Serbian statistics has monitored them since 1970ies. In spite of the fact that there are certain methodological and essential unevenness and that it is not certain that the scope of migrants is complete, the data gathered according to conducted cycles of census are unique systematic sources of information on this exceptional social phenomenon.

In the beginning, economic migrants were primarily workers and agricultural workers, i.e. manual working force, and in 1971 they made tree fourths and in 1981 a half of all the migrants. In 1990ies, in spite of the fact that they have not been adequately monitored by statistics, the migrations of highly educated professional staff from the former SR of Yugoslavia started, and they have lasted until the present day, the so called "brain drain".

The first census following the democratic changes in Serbia was in 2002 and the data show that there was a significant growth of migrant population, even 54% more migrants than in 1991. Analyzing the phenomenon of external migrations, Vladimir Stanković, in his study "Serbia in the process of external migrations" stated the key reasons for such an increase of the number of migrants: extremely difficult economic and political circumstances, the crash of former SFRY, wars, exodus of Serbian population who found their shelter in Serbia, the sanctions of the UN Security Council, hyper inflations, NATO bombing of industry and other infrastructural objects in Serbia; in other words, a whole range of exceptionally unfavourable social-political and economic circumstances resulted in numerous decisions to leave Serbia (Stanković, 2014).

All previously mentioned phenomena have caused far-reaching consequences to the development of Serbian society, so that considerations of current social, political and economic problems in Serbia cannot be carried out realistically without this historical context.

In the period between 1971 and 2011, the highest relative share of persons who work/live abroad temporarily was in 2002 – 5,3%, and the last census (2011) notes 4,2% of such cases. What seems to be rather interesting for us are educational and age structure of migrant population.

In regard to educational structure of external migrants, the data show great changes in the level of their education. In the beginning of the considered period (the 1971 census) the number of uneducated migrants (individuals without any school or with incomplete primary school) was 53,3%. Four decades later their share in the total migrant structure fell to 6%. On the other hand, the share of highly educated population who emigrated in 1971 was 2,1%, following by the increase to 15,7% in 2011 (Stanković: 2014:69).

Some demographic indicators point to the fact that increasingly larger number of young population is leaving the country, so that today the average age of population in Serbia is 42,2 and the average age of persons who work/live abroad is 34,7. Observing large age groups, we can come to the same conclusion. Namely, the share of the youngest age group (0 – 19 years) in the population of the Republic of Serbia is 17,4%, and among migrants this share is 22,6%. The ratio of younger middle population (20 – 39 years) is also higher among migrants, even 38,3% as compared to 26,6% in the country. Older middle population (40-56 years) is more numerable in the country 36,2% (as compared to 30,8%), as well as older population (60 and more years) 17,4% as compared to 8,3% (Stanković, 2014: 65).

The trends of migrations of younger and educated population have far-reaching and extremely negative consequences both for the structure and the quality of working power in the country, as well as for the demographic vitality of the nation.

However, apart from social, this is also an individual problem, referring to the freedom of choice of an individual. “The problem is considered in Serbia mainly from the perspective of loss and impoverishment (which is evident and whose scope and consequences are immeasurable), neglecting the importance and legitimacy of the right of an individual to personal success. Furthermore, “social inability” is also evident to use the existing professional capacities appropriately. If a society is burdened not only by unemployment, but also by underemployment and inadequate employment of highly educated experts, and even scientific workers, we can talk about great losses not only when highly educated migrants are in question, but also when we consider highly educated citizens of Serbia. In such a way there is a special and specific “brain drain” within the country, reflected in the decay of the existing professional and educated staff (Komatina, 1997:41). Unfortunately, even after twenty years, this statement still seems fresh and current.

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## INTRODUCTION OF GRADUATES ACCORDING TO PROFESSIONAL PERFORMANCE

The concern regarding the employability of graduates is particularly visible in the labor market given there are geographical areas that have high unemployment rate. Although the regulation of the market is dictated by supply and demand, there is still one factor that is more and more focused on, namely professional training.

The human resources policy of state and private companies is that of pursuing professional performance required for employment and promotion of future employees.

Professional performances are reflected by a series of factors such as: level of attention given to academic performance, creative potential and behavior qualities of the graduate. Companies widen the requirements of individual training by evaluating the quality of teamwork and adjustment to specific job discipline.

Work teams from service companies have well defined tasks and its members must prove their knowledge and skills that allow them to meet high quotas with as much efficiency as possible, effectiveness and competitiveness in their specific field. These expectations are based on individual and team performance.

Improving the quality of higher education by adapting the university curriculum of labor market needs to allow university graduates to acquire a stock of knowledge, skills, and suitable experience for modern requirements. The existing practice period in each academic year can be taken in consideration more often by employers as professional experience. Lately, employers select their future employees from students who are performing practice work in the respective companies.

Introduction of graduates is based on professional job performance that is both ethical, namely professional fairness in human relations, and have a proper moral weight.

There's a great responsibility for higher education in training young graduates so that their absorption by companies to be big and of professional quality that they prove to be beneficial for society.



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## THE DIFFICULTIES OF YOUNG PEOPLE TO FIND JOBS IN GREECE



Greece's youth, hit hard by the after effects of the debt crisis, may be feeling a bit like one of Cronus's unlucky children these days - as if they are about to be swallowed wholly by an economic situation that is leaving many of them feeling hopeless about what the future holds. The situation for many under the age of 35 in this country of 11 million is close to desperate.

Unemployment for those between the ages of 15 and 24 rang in at an alarming 35.6% at the end of November, the latest statistics available. Youth unemployment, of course, is widely considered one of the drivers to the current unrest in the Middle East. It's also a global problem, according to the International Labor Organization, which called the growing number of the world's **unemployed young people, "a lost generation"** in a recently released report.

Teacher **Eleni PATIRAKI**, Greece

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## SUPPORTING YOUTH MOBILITY ON THE LABOR MARKET

Therefore, people must support the young graduates and must concentrate on certain objectives such as:

- preventing school drop-out;
- developing competences required on the labor market;
- sustaining first professional experiences and learning by doing;
- helping in getting the first job etc.



Sustaining the potential of young people has become a *must* now-a-days, as in this way they could be taught and helped to find first jobs and then further contribute to the socio-economic development of the country.

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## LANDMARKS ON TIMIS LABOR MARKET IN 2014 – 2016, FORECASTS FOR 2017



The labor market in Timis County has had a remarkable dynamics in the last years, showing an increase of demand for labor force, together with a decrease of job offers, especially in the very specialized fields/trades.

Analyzing the stock of the unemployed in the last three years, January 2014 – December 2016, we can notice the constant decrease in their number.

Thus, in January 2014, the stock of the unemployed was 6463 people; a year later, in January 2015 we had 5433 unemployed people in our evidence; the stock of unemployed people continued to decrease and in January 2016 it became about 4329. At the end of December 2016, the number decreased to 3944. Practically, on 31st December 2016 the stock decreased with 40% in comparison with January 2014 and the number still decreases.

This decrease of unemployment was mainly determined by an increase of occupying vacancies identified and registered by the Agency.

Concerning the evolution of the labor market in 2014 – December 2016, the situation is as follows::

In 2014, 28 824 new vacancies were registered at AJOFM Timis and 24 806 people occupied them through the County Occupation Program.

The main active measures to reach this number of vacancy occupation were: mediation, information, career counseling and professional training. Thus, a number of 29 049 people entered our mediation services and 23 310 people got a job. Concerning information and career counseling, 10 114 people were assisted individually or in group, and 1787 people got hired. Through the training action, there were organized 40 courses graduated by 707 unemployed people, from whom 209 got hired. If we refer to the other active measures provided by the institution, we can remind that in 2014, by job subvention, 203 unemployed people over 45 years old were hired, as well as 5 people who have five years till retirement and 252 university graduates. According to Law 72/2007, 244 jobs were subsidized for high-school students and university students.

For the people dismissed by collective dismissal, there were provided services of pre-dismissal in which 13 persons participated. Four of them were guided and helped with measures for stimulating job occupation, respectively counseling and professional training.

In order to stimulate the hiring of unemployed people, there were completed the salaries of 565 unemployed who got hired before the expiry of the unemployment period. Also, in order to stimulate labor force mobility, there were allotted hiring and installation bonuses for 17 unemployed people, and hiring bonuses for 58 graduates.

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**EVER INCREASING OPPORTUNITIES FOR YOUNG EUROPEANS**

In December 2016 The European Commission for Employment, Social Affairs and Inclusion proposed a three tier package to endeavour to enhance job prospects for young people.

The first proposal was that better opportunities should be afforded to Europe's youth to access employment. They have supplemented the original budget with an extra EUR 1 billion up to 2020.

They also promised better opportunities through education and training by committing to oversee the enforcement of enhanced conditions for apprentices by proposing a 'Quality Framework for Apprenticeships'. This involves establishing modern apprenticeship systems and introducing this into the Erasmus+ programme.

The third tier was to introduce greater opportunities for solidarity, learning mobility and participation and to revisit the 'European Youth Strategy' and set up a 'European Solidarity Corps'. In order to achieve this, the Erasmus+ budget will need to increase by EUR200 million until 2020.

These budgets and strategies that are planned indicate serious commitment and ensure that the youth of Europe are being given vast opportunities to study and work in the E.U.

A 'Youth Guarantee', which is a commitment by all Member States has been set up to ensure that all young people under the age of 25 will receive a quality offer of employment, continued education or an apprenticeship within 4 months of being unemployed or leaving formal education. The apprenticeship factor will be governed by guidelines which will ensure high quality learning content and fair working conditions. The European Commission is demonstrating that they understand the problems faced by being young in an ageing world. Whilst the under 25 age group is declining in the E.U. in Central Asia they make up half of the population.

There is a distinct disparity of employment rates of young people throughout the European Union. Austria, Germany, Holland and Switzerland have the lowest percentage of youth unemployment. They have reaped the benefits of offering on-the-job training coupled with formal vocational schooling. As well as learning their chosen skill, they are also learning life and social skills which will enhance both their lives and careers in the future. Angela Merkel stressed that "we should not just try and make our people more academic. Germany is seeing the positive effects of skilled workers and master craftsmen having an excellent reputation too".

Greece, Italy, Portugal and Spain have been severely hit by financial crisis. Youths were the hardest hit as all of these countries rely on temporary workers. When the recession hit these workers were among the first to be dismissed. These countries have a very weak dual vocational training system, which if vastly improved could also enhance the job prospects of the young.

Many trans-national mobility programmes have been set up within E.U. countries. Although many of them insist that the participant is able to speak the native language of their chosen destination, language 'brush-ups' are offered as the first part of their training. The majority of people interviewed who had taken this opportunity recommended it as a positive step in order to achieve more in their chosen career. One participant said "...I would say it has got to be one of the best opportunities to really challenge yourself and gain valuable work experience from another European country".

Erasmus+ is working very hard to alleviate the financial burdens of post-graduate students. In January of this year it launched a pilot scheme that would defer tuition fees and rent for the next two years. The University of Luxembourg is the first institution to take part. The European Commissioner hopes that this scheme will be adopted by other establishments in the future, thus ensuring that all who wish to take their education to the next level, without the extra worry of cost. He states "this contract with the University of Luxembourg marks a new chapter for the Erasmus+ Master Loan Scheme. The involvement and commitment of universities is one of the big strengths of Erasmus+ and helps to continuously improve the programme. New initiatives to support student mobility such as the Master Loan Scheme open up fresh opportunities to students and universities alike, and I encourage more universities to take advantage of them". This, if adopted throughout the rest of Europe will open the door to all potential Master's students to achieve their potential regardless of status, thus adding specialist skills to the workforce.

With all these initiatives in place the young people of Europe are being given the opportunity to gain qualifications and on-the-job training which will only serve to enhance the European workforce. The ongoing commitment by the European Commission and Erasmus+ enforces their belief that young people have a major role to play in the future of Europe. The youth are our future.

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Hjalmar Strömerskolan, Strömsund

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## LANDMARKS ON TIMIS LABOR MARKET IN 2014 – 2016, FORECASTS FOR 2017

In order to fight exclusion of Romes from the labor market, in 2014, 835 people benefited from services provided by the Agency. 215 out of them got hired. A special attention was paid on the long-term jobless people who were contacted to be hired or to be provided information, career counseling and training services. Consequently 64 such people were hired until the end of the year.

Referring to work abroad, in 2014, 535 people were counseled to find a job abroad, both through EURES network, and based on bilateral Agreements signed by Romania and countries such as Germany, Switzerland, Austria, Hungary, Sweden, United Kingdom, Ireland and France. During the analyzed period, 18 people got work contracts.

From the point of view of job occupation, 2015 showed an slight increase of new vacant jobs, around 29 356 , on which 25 536 people were hired through the Job Occupation Program.

A total number of 41 846 people were provided mediation, information and career counseling services. 23 257 were hired by mediation and 4070 were hired by information and career counseling services. 58 trainings were organized and 833 people graduated them. 353 out of them got hired.

By job subvention in 2015, there were hired: 190 graduates, 125 unemployed people over 45 years old, 3 young people with the social exclusion risk, 1 handicapped person and 1 unemployed person with 3 years until retirement. Pre-dismissal services were provided to 14 fired people. 10 of them were guided and provided measures for stimulating job occupation, as well as counseling and training.

Concerning the bonuses allotted to the unemployed people to be hired within the period when they received unemployment compensation, in 2015, there were offered hiring and installation bonuses to 12 unemployed people, thus stimulating labor force's mobility. There were also offered bonuses for first hiring to 40 graduates. The salary incomes were completed for 394 unemployed people who got hired before the expiry of the unemployment period. Until the end of the year, 866 Rome people were provided services and 279 got hired. 59 long-termed unemployed people were hired.

If we refer to work abroad, in 2015, 752 people were counseled to identify jobs abroad, both through EURES network and according to the bilateral Agreements signed between Romania and countries such as Germany, Denmark, Israel and United Kingdom. During the analyzed period, 15 people obtained work contracts.

In 2016 it was noticed a decrease of new vacant jobs on the county level down to 28954. These jobs were introduced in the Job Occupation Program and 21153 people found jobs. This represents an important decrease in comparison with 2014-2015.

The main active measure for hiring was again mediation. 19043 people out of 23043 were hired by mediation. 18057 people were provided information and training services, and 4694 were hired up to now. 32 courses were organized, 543 unemployed people graduated and 288 out of them got hired.

In 2016, by job subvention, 98 unemployed people over 45 years old were hired, as well as 3 unemployed people with three years until retirement and 206 new graduates. According to Law 72/2007, 424 jobs for high-school and university students were subsidized.

Concerning the stimulating measures allotted to unemployed people for getting hired within the period when they were provided unemployment compensation, in 2016, salaries for 302 newly hired people were completed; 11 unemployed people received bonuses for hiring and installation, 23 newly graduates received hiring bonuses. Concerning the Rome people, that year, 410 people were registered and were provided services by the Agency. 170 out of them got hired. Referring to EURES platform for hiring abroad, until the end of the year 741 people were counseled and 20 got hired.

The decrease in job occupation in Timis County observed in 2016 is due to the shortage of labor force in the county, which is reflected into the decrease of the stock of unemployed people, as well as the decrease of registered new graduates.

Thus, in 2014, the number of registered new graduates was 994 (296 with university degrees). In 2015 the number decreased to 655 graduates (199). In 2016 the number decreased with almost 50% in comparison with 2015: 354 graduates (64). Practically, in comparison with 2014, now the number of graduates registered by the AJOFM Timis decreased with 65%. Taking into consideration this decrease of graduates registered in the database, we predict the same level for 2017.

Returning to the solicitations for vacancies, in the last three years, the most solicited have been:

1. Manufacture of electrical equipment and electronics for machines and engines
2. Manufacturing electronic modules
3. Manufacturing housewares
4. Manufacturing parts and accessories for machines and engines
5. Personnel contacting activities, on temporary bases
6. Protection and guarding activities
7. Manufacturing communication equipment
8. Residential and non-residential constructions
9. Meat processing and preservation



## 10. Wares transportation

The most solicited jobs in the same period of time have been:

1. Unqualified worker
2. Operator of semi-automatic and automatic machines
3. Module assembler
4. Lorry driver – high-tonnage trucks
5. Unqualified worker in textile industry
6. Assembler, setter, tester for telecommunication devices and signaling installations, centralization and locking
7. Unqualified worker for building demolition, masonry linings, mosaic tiles, faience, hone, parquet
8. Wares manipulator
9. Commercial trader
10. Assembler – setter, troubleshooter of electronic devices, telecommunication and radio

We estimate that in 2017 the solicitations for personnel coming from the employers will mainly target the same jobs as in the previous years.

The deficit of labor force in Timis county is strongly felt by the employers, who need to make extra efforts to attract candidates from near counties, such as: Caraş Severin, Hunedoara, Mehedinţi etc.

The reasons of the labor force deficit are the decrease in the number of graduates and unemployed people (as shown above), tech high level of migration to EU countries, especially of young people, weak presence of trade schools and even the reluctance of potential employers to relocate from other counties.

On the other side, on Timis labor market, there is a high fluctuation of labor force. An explanation for this is the not-very-high level of salaries, which makes people of some companies, with similar fields of activities, move from one company to another for a one-hundred salary increase, for example.

Concerning the existent labor force, it is little and poorly prepared for the labor market requirements; it does not detain the necessary competences for a high-performance job; especially the youth are not enough qualified. Due to the change of trade/professions and fields of activity on the labor market, the existent qualifications do not correspond to the requirements; on the other side, job offers are missing. There is little information concerning the job status in the moment of employment and a high disinterest towards work. Most people do not know the work legislation and are not really interested in developing the key-competences required on the labor market. As shown above, we can talk about a high degree of migration, but also about high claims, starting from unfinished studies. The labor force differs from one region to another. In some regions, there is motivation for employment and in other regions there isn't, but the existent labor force can highly cover the vacancies on the labor market.

Correlating this information, respectively the decrease in the number of unemployed people with an increase of job vacancies, as well as the high demand of labor force, at the same time with a major deficit of labor force, we estimate that for 2017 the level of job occupation will remain approximately similar with 2016, maybe with a slight increase.

On a higher level of time and space, The National Institute of Scientific Research in the field of Work and Social Protection estimates that in the Western Region, the potential demand for labor force will increase until 2020, in an optimistic and moderate scenario. However, in a pessimistic scenario, a stationary evolution of labor force demand is foreseen. The most important increase of potential demand is seen in the Manufacturing Industry and in and Transportation, warehousing and communication. There are also projected increases in the field of Constructions, Real estates, renting and services, Health and Social assistance. Significant decreases are foreseen in Agriculture and Public Administration. In the same time, it is thought that the job vacancies in the Western Region will be tripled until 2020 in comparison with 2012. The counties of the region seem to follow the same pattern of the region.

The development of certain fields, as presented in almost all studies, the strategies and the analyzed projections will consequently determine the creation of new jobs. However, the necessary skills and competencies must be ensured. It is clear that these jobs require certain technical/special competences – hard competences – specific to each field of activity. The technical expertise, ensured by acquiring technical or hard competencies, is always appreciated and valued, but it is not sufficient. A continuously changing labor market, sometimes submitted to various shocks like those of the recession years, emphasizes the necessity of acquiring „key/soft/transversal competencies”.

The transversal competencies are those capacities (value and attitudinal acquisitions) which transcend into a certain field, respectively study program, showing an interdisciplinary nature. These include team work and abilities, oral and written communication skills in the native/ foreign language, IT skills, problem-solving and taking decisions, recognition and respect of diversity multiculturalism, learning autonomy, initiative and entrepreneurial spirit, openness to lifelong learning, respecting and developing professional values and ethics etc. These transversal competencies can increase the chances of finding and keeping a job, of adapting to the changes or, in other words, they can „prepare people for professional careers which are now more and more varied and unforeseeable”.

The programs of initial training and of continuous training must take into consideration these developments from the labor market point of view, in order to form technical or hard competencies, but also transversal competencies. The labor force agencies play an important role in this matter as they implement a series of formation programs for adults.

**Marcel - Dumitru MICLĂU**, Romania  
Executive Manager AJOFM Timiş

**THE INTEREST OF THE UNIVERSITIES FOR THE LABOR MARKET**

The efficiency of a university is appreciated, especially in accordance with the rate of inclusion of graduates on the EU labor market as soon as possible, labor market with ever-closer characteristics, regardless of the EU member state. POLITEHNICA University each year follows a set of objectives of research where it uses some qualitative methods specific for labor market research. Mainly were taken exploratory surveys and interviews conducted among graduates, all consumers of POLITEHNICA University Timisoara (UPT) educational and training services, some of them have become already employers. There are many years in the tradition of the UPT bear direct links with both the economic environment and with graduate engineers. To streamline this activity UPT were formed two internal bodies: Brokerage Office of Media Relations Society and Information and Counselling Centre of Students in UPT. At least one year after graduation, all graduates must return for acquiring the bachelor's degree. On this occasion, graduates complete a questionnaire, which includes questions that lead to forming a view as conclusive on the level of satisfaction of graduate engineers on skills and knowledge acquired during their studies, relative to the requirements of busy work. Another example of the continuous involvement in the development of links with the majority of the highly trained workforce beneficiaries is POLITEHNICA University of Timisoara. Thus, this year is organized the tenth edition of the "Career Days in UPT" event, which aims at creating a space for dialogue between students, master students and UPT graduates with representatives of companies, interested institutions to offer career opportunities for the young. Between March 29 and 30, 2017, in a generous space offered by the Polytechnic University Restaurant, more than 50 national and international companies will exhibit at the stands, career offers for students and graduates (practical offers, job offers as well as other possibilities of collaboration).



The optimal situation of the labor market is when there is a mutual interest between universities and the beneficiary companies.

*Prof. Univ. PhD. Dumitru MNERIE, Romania*  
Asociația AIEIS – Clusterul Mediu și Energii Reg WESTTIM

## **PROFESSIONAL DEVELOPMENT OF EMPLOYMENT SPECIALISTS IN ORDER TO ADAPT AND APPLY THE GOOD PRACTICE IN THE FIELD OF VOCATIONAL GUIDANCE**

In order to increase the efficiency of the work of the specialists from the competent institutions with employment, in the Republic of Moldova are undertaken a series of vocational training actions aiming at acquiring the most practical forms and methods of action for good professional orientation, especially of young people. In this spring, the Center for Entrepreneurship Education and Business Assistance (CEDA), in partnership with the National Employment Agency, will conduct a second phase of the training program for specialists from the Employment Agencies / Career Guidance Centers, in order to strengthen capacities and improve knowledge in order to adapt and apply good practice in the field of professional guidance. The participants will discuss the issues of organizing Career Fairs, Youth Guides' services at Summer Camps, youth information methods, including the development of entrepreneurial skills. The training program is being carried out within the framework of the REVOCC (Re-conceptualization of Professional Orientation and Career Counseling) project implemented by CEDA in partnership with ANOFM and the Ministry of Education, funded by the Austrian Agency for Development (ADA). At the same time, the way of accessing the portal [www.angajat.md](http://www.angajat.md) regarding the use of the tools offered directly through the electronic self-information stations is also promoted.



*Prof. Univ. PhD. Adriana BÎRCA, Moldova Republic*  
Technical University of Moldova

**SUCCESSFUL CROSS-BORDER CAREERS BY TRAINING FIRMS**

„Ioan Slavici” Foundation for Culture and Education and „Ioan Slavici” Technological High-school implemented a project which aimed at career guiding for future graduates through cross-border cooperation, in which training firms were managed by high-school students. The training firm is the correspondent for the simulated enterprise for university students.

The project **"Guiding pupils through Successful cross - border careers"** (MIS - ETC Code 1341 - co-financed by the European Union through the Romania-Serbia IPA Cross-border Cooperation Programme) pursues the harmonization of education (beginning with the secondary level) and the cross-border business environment (labor market). Forming the young generation in a cross-border entrepreneurial spirit creates the basis for a sustained cross-border economy.

The project partners („Ioan Slavici” Technological High School (Romania) and School Center „Nikola Tesla” (Serbia)) developed simulated firms for the future graduates.

A simulated firm is a practice firm that is run like a real business, simulating a normal company's business procedures, products and services, and resembles a real company in its form, organisation and function.

The concept of commercial simulated firm applies to vocational education and vocational rehabilitation in commercial and informatics fields. Working in a simulated firm allows the skills' strengthening, based on the pedagogical method “learning by doing”; in other words, learning by the practice.

The enterprise is a simulated interactive learning method aimed at developing entrepreneurship by integrating and applying interdisciplinary knowledge to ensure conditions for deepening the practical skills acquired by students in training.

The purpose of this method is teaching business skills development of students by simulating the processes and activities that occur in a real company and its relations with other companies and institutions.

**Simulated firms** offer the following skills:

- |                           |                         |                           |
|---------------------------|-------------------------|---------------------------|
| a) administration skills; | b) accountancy;         | c) computer-based skills; |
| d) personnel management;  | e) marketing and sales; | f) purchasing;            |
| g) entrepreneurship;      |                         |                           |

The simulated firms are organized nationally and internationally, and take part in trade fairs for practice firms. There are around 5000 practice firms in Europe, and at least 2500 outside Europe. Simulated firms provide a means for unemployed people to upgrade their skills, widen their network of contacts, and maintain the dignity associated with the appearance of gainful employment.

A simulated firm is organized and operated by trainees, with a facilitator acting as a coach. Simulated firms are also often supported by "mentor companies" who provide guidance and technical information. Each simulated firm trades with other firms, following commercial business procedures in the Practice Enterprise worldwide economic environment.

The simulated enterprise relationship teacher – student makes a near effective of the two participants in the same process of putting the requests of customers, suppliers, bank etc. This process builds a relationship other than the relationship student - teacher. It is about relationships: manager - employee; managers - teams; collaborators with varying degrees of knowledge of a problem, but both interested in solving them as accurate as possible.

Like any commercial firm, a practice firm reproduces a social hierarchy, from management to employees, including trainers specialized in the tertiary sector. Management devolves tasks, usually assumed by the learners.

In the simulated firm environment, the students are the ‘employees’ and ‘managers’ of their business. They work in teams undertaking the tasks required by a particular PE department; for example Finance and Purchasing, Administration, Human Relations, and Sales and Marketing. Once they have been inducted into their business, they spend time in each department, or in one targeted department, learning the tasks and skills required to ensure their business is viable.

Like real employees, they not only demonstrate their ability to complete a wide range of tasks, they also learn the importance of team work, business communication, goal setting, business planning, time management, and the numerous skills required to improve employability.

The activity of the simulated enterprises in Romania is performed via the platform ROCT Romanian Coordination Centre of Training Firms. ROCT operates as a department of the National Centre for Development of Vocational and Technical Education. ROCT ensure all simulated interactions between the firm and its external environment of business registration in the Trade Register to contact other companies in the system, conducting negotiations and concluding transactions to banking operations of receipts and payments. It can simulate including tax obligations at the end of each month.

The **ROCT web platform** ([www.roct.ro](http://www.roct.ro)) is structured on two levels:

- training firms for high school students;
- simulated enterprises for students from diverse economic and technical specialties education.

#### **Project activities and results**

The most important activities in simulated enterprises from project “Guiding pupils through successful cross border careers” will be:

- how to start a business;
- coordination of the reservation request the name simulated enterprise;
- paperwork to form;

- sending the scanned documents to ROCT;
- delivery of the documents issued by ROCT;
- creating a new account on the website www.roct.ro for the simulated enterprise;
- establishing the company logo;
- establishing the products, services of the business;
- developing the product catalog; developing organizational structure;
- developing human resources department specific documentation and commercial;
- organization office processes to scroll the standard activities;
- purchase of office equipment and other materials;
- carrying out transactions with other businesses (contact, negotiation, delivery, collection, after-sales service);
- developing forms of transactions;
- creating the simulated enterprise web page;
- simulated enterprise account management in ROCT system.

The results of this method in the project are:

- development conceptual thinking;
- development of decision making skills;
- enabling better adaptability to change of jobs;
- providing knowledge of the specific processes of a company;
- developing flexibility.

### **Our experience so far at a joint level**

The Workshop Simulated Firm Concept, took place in Timisoara on 23.05.2016.

The workshop was held joint with the participation of the Serbian Partner. The main purpose of the Workshop was to present the concept of the simulated firm from each partner point of view. Also we tried to find out what the pupils think about the simulated experience, what they know so far.

*Maria MURGEA, Romania*

Asociatia AIEIS – Clusterul Mediu si Energii Reg WESTTIM

## **STUDENTS' VIEW**

### **Graduate Labor Market Insertion Of Perspective Employers And Employees**



**DENA OCTAVIAN**

**Economics – Student (3<sup>rd</sup> year)**

For insertion of young graduates in the labor market the local business community, sustained by the local communities and Chamber of Commerce, should organize and support regular job fairs organized in the University campuses.

The major objectives are:

- to develop competitiveness and facilitate labor market insertion of the university graduates, in order to correlate education with the demands of the labor market;
- to correlate the deficient system of education and training with the labor market dynamics.

These job fairs can offer students the first contact with the business community and knowledge about the business culture of the companies; and for the companies they offer a chance to become known as potential employers.

### **Youth Insertion On The Labor Market**

**AVIERITA (RADU) ANCA SIMONA**

**Economics – Student (3<sup>rd</sup> year)**



Youth insertion on the labor market can be a problem in the following situations:

- high number of young graduates in small villages or cities with less companies or work places. This problem requires travelling to the big cities or even to other countries.
- young graduates which have found a work place, but not in the area of their specialty. They can temporarily accept the job and search meanwhile for something that fits better to their expectation.
- companies that have open positions for the specialty, but ask for strong competencies and work experience. For this problem a lot of companies already offer Internship programs during studies, with opportunity of getting a job after a trial period.
- for multinational companies, no matter of the specialty, a very important criteria in the selection process of the candidates is the good knowledge of one or two foreign languages. Travelling positions or contact with colleagues, suppliers, customers, partners from different countries will give an advantage to the candidates with strong foreign language abilities.

**STUDENTS' VIEW****The Insertion of Youth into the Labour Market**

**COCIR FLORENTINA-DIANA**  
Economics – Student (3<sup>rd</sup> year)

If high schools put more emphasis on practical trainings held both in and out of school, young people might get familiar with their future tasks from an early age, thus making their insertion into the labour market easier.

The possibility of short-time working would also be of advantage. If the law allowed companies to hire students over the age of 16 and keep them on short-time work program, it would make it also easier for them to get used to the labour market and continue with their studies at the same time.

I also think that if employers organized workshops in schools, it would also attract a higher number of students, triggering their interest and increasing the chance that they would get used to the labour market quickly.

**Integration of Young Labor Force on the Job Market**

**DALEA ALEXANDRA-DIANA**  
Economics – Student (3<sup>rd</sup> year)



The local agencies responsible for the labor force (AJOFM) have programs/ workshops that come in support for people aged 18 to 35 years old to manage and find a position in the European labor market. For this they ensure counseling, recruitment and subventions.

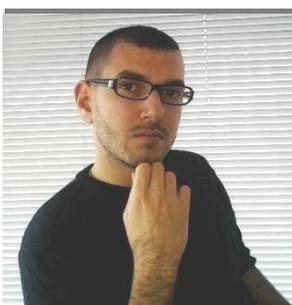
I believe that the young labor force is not informed enough of these opportunities, thus not being able to take full advantage of these programs. Also the employers that hire graduates benefit from subventions from the state or tax reductions.

Unemployed people can benefit as well, via AJOFM, from the free courses offered for positions like human resources, manager, waiter, cook and so on.

The young labor force should not accept and encourage black labor because they have all the legal rights to benefit from a work contract, health insurance and length of service. They are lured to accept any kind of job without knowing their rights, because just in this way they can pay for their studies or make ends meet.

**Fresh senior want a job!**

**DAN DRAGOS-SEBASTIAN**  
IT – Student (3<sup>rd</sup> year)



Hi, my name is Sebastian, right now I'm a Technical Administrator on webhosting environment and monitoring solutions.

In the past I was an employee in 5 different companies and I did different jobs.

If you want to earn more money you need to start from bellow, learn quickly and win trust.

In Romania you need experience, If you are a fresh student and you need a job you have two possibilities, but first you need to study a little bit the job market and decide what you love and want you want to work in the future. It is known that now the IT infrastructure is the new leader for hiring new students, they will offer you attractive salaries and promotional packages and they will send you to the IT Vendors to learn quickly what you have to do.

Another option if you don't want to work in the IT environment is to find a small company which doesn't have special requirement for hiring you and they aren't to deliver their product with small taxes.

Good Luck

**Youth Labor Market Insertion**

**ANCA ANDREEA**  
Economics – Student (3<sup>rd</sup> year)

A larger number and greater diversification of jobs is one of the most important elements in improving youth unemployment. Setting the objective of state economic development of a certain area or field of activity brings in investment and consequently generates creation of jobs.

The access to labor market for the young graduates without experience is limited mainly to trade, construction and food fields. Therefore it would require a diversification of labor market needs to help the youth find their first job and have the opportunity to get experience.



**STUDENTS' VIEW****Measures at EU Level to Insert Young People into the Labor Market**

**DIACONU (FELZER) CORINA**  
Economics – Student (3<sup>rd</sup> year)

At EU level the process knowledge of entering the labor market for young graduates and the features / determinants of this process have become a priority in the formulation of employment policies and of the education.

By evaluating the socio-professional insertion of young graduates (with different specializations and skill levels), we get on the one hand a picture of young people's transition from school to work, the degree of concordance between supply and demand existing at some point on the labor market and; on the other hand, essential information on the effectiveness of education.

The strategy "Europe 2020" provides also a thematic priority with reference to young people entitled "Youth on the Move" aimed at increasing the performance of education systems in the Member States and facilitate the entry of young people into the labor market.

At European level this implies:

- Integrate and enhancing the EU's mobility, university and researchers' programs (such as Erasmus, Erasmus Mundus, Tempus and Marie Curie) and linking them up with national programs and resources;
- Boosting the modernization agenda of higher education curricula, managing and financing, including by benchmarking university performance and educational outcomes in a global context;
- Ways of promoting entrepreneurship through mobility programs for young professionals;
- Promoting the recognition of non-formal and informal learning;
- Launching a Framework for the employment of young people, the outlining policies aimed at reducing unemployment among young people: this framework should promote, with Member States and social partners, young people's entry into the labor market through apprenticeships, internships or other work experience, including a scheme ("Your first EURES job") whose objective is to increase employment opportunities for young people by fostering job mobility in the EU".

**Integrating the young people into the layout market**

**RUS VICAR FLORICA**  
Economics – Student (3<sup>rd</sup> year)



A priority for the European Union is taking effective measures to integrate young people into the labour market because today in Europe more than 4.5 million people aged between 18-24 years old are unemployed. This strategy targets at the main objective: to provide more and equal opportunities for young people in education and in the labour market.

During the last years, Romania has been making efforts to decrease youth. Unfortunately the employment of the young remains a challenge.

**Bringing Young People Into The Labor Market**

**MITITELU ALISA**  
Economics – Student (3<sup>rd</sup> year)

The problem of labor market integration of young people is very important because a student, freshly out of school, hardly finds a job being inexperienced in the specialization he has graduated from.

All employers require experience, but where can a newly graduate get experience if no one gives him/her a chance to start work somewhere. A successful integration is given by the percentage of graduates who are employees or workers on their own, practicing in agreement with the specific qualifications they studied.

Also the implementation of projects aimed at young people's professional skills, enable training through innovative and integrated programs and this would help students find jobs and enter the labor market.

**STUDENTS' VIEW****Integration Of Young People Into The Job Market**

**GHEORGHE TRAIAN**  
Economics – Student (3<sup>rd</sup> year)



The process of young people entering the job market has become a priority in employment and education.

Young graduates have different specializations. Some young people go from high-school or vocational school to work; others continue studying as education occupies an important role in the formation of the young.

Today most young people have education. In high school, the individual is formed as an adult and college completes the youth's educational objective. Unfortunately, theoretical education which is mostly pursued in school does not bring successful responses and achievements in the future career of the youth. Continuous education and practice is important, not just theory.

The rigidity of the education system still persists (with good and bad aspects), but it fails to be present at the level of economy. Professional integration is perceived as a process over which the organization directs its new employees in the profession. Time career choice may be associated with acquiring professional identity by integrating and adapting initial profession.

Sometimes, after graduation, it is hard for young people to find a job and sometimes they occupy vulnerable positions. The position of an employee or self-employed is a successful integration on the job market. Salary expectations grow with the experience and later bonuses come (medical insurance, meal vouchers and holiday bonuses).

Companies could get support through some projects receiving EU funding, given that the Commission supports the approach. In this way they can develop programs for youth insertion into the labor market. It is also worth mentioning that grant allocation, from the state budget, for salary of young graduates employed by companies is a great facility for youth insertion into the labor market.

In conclusion, people who are aware of job market experience are on the right track in finding a job, and those without experience must be optimistic on emerging opportunities after graduation, as there are solutions for youth employment. However, the youth, the employers and the state must cooperate and do their best for youth insertion into the labor market.

**Youth Labor Market Insertion**

**GRIGORAS MARIAN**  
Economics – Student (3<sup>rd</sup> year)

Since the labor market is constantly changing, it is important that school should avoid training young people in trades with no future, and to identify the requirements of labor market.

It is also necessary that the school train future professionals in a particular area of the curriculum, to eliminate some courses that have no connection with the specialization in a particular profession. Tests are needed and therefore young people are tested to see if they have the job skills required.

These measures can be implemented through good relations between the central authorities (local) and future employers of young people.

**Youth Labor Market Insertion**

**GRIGORIE ( GEORGESCU) MARIA**  
Economics – Student (3<sup>rd</sup> year)



This article is going to present some ideas about postgraduate students.

One of the most frequent difficulties faced by higher education graduates is caused by lack of information concerning the labor demand on the market. Thus some of the high-school graduates often choose to continue their study in domains that offer little job opportunities after graduation.

Another aspect that affects the chances of college graduates to obtain a job in their field of interest is the lack of working experience gained during their study years. They usually focus on studying and obtained good grades and have no contact with the realities of working in a company. Very often their wage demands are considered unrealistic by employers and do not reflect their capabilities.

In Romania, higher education has never been in correlation with the labor market. It is for this reason that many college graduates often end up picking jobs that were not in their domain of study or even worse become unemployed

In recent times, a migration in search of jobs began to be noticed. This migration manifests itself on different levels. Some people migrate abroad, leaving vacant workplaces for workers coming from other regions of the country. This in turn leaves some of geographical areas, mainly the rural ones, often depopulated.

**STUDENTS' VIEW****Finding A Job - The Biggest Issue Facing Young People**

**COVASA (LOPATIC) GIANINA LAVINIA**  
**Economics – Student (3<sup>rd</sup> year)**

The Timis County Agency for Employment is organized and operates in accordance with Law No. 145/1998, amended by the Governmental Emergency Ordinance No. 294/2000, according to the Statute of the National Agency for Employment (ANOFM), as amended, on the basis of the Framework Functional and Operational Regulations as well as to the organizational structures approved by the National Agency for Employment. The Timis County Agency for Employment (A.J.O.F.M.) operates as a legal entity, is controlled by the National Agency for Employment (A.N.O.F.M.) Bucharest and is a public institution. The A.J.O.F.M. Timis, in turn, organizes, coordinates and carries out the activity of employment and social protection for the unemployed within the county.

In order to fulfill its own attributions A.J.O.F.M. Timis created a local agency to provide employment services, i.e. the Local Agency of Timisoara, with local offices in Lugoj, Buzias, Faget, Sannicolau Mare, Jimbolia and Deta.

The project supports the mobility of young people aged 18 to 35 in the EU countries, providing assistance in finding a job, by counselling, mediation and recruitment services, using the capacity of the public service network and of the EURES network, which results in employing at least 1200 young people across Europe, by awarding a corresponding number of mobility grants. In order to be better informed with respect to the demand and supply in the labor market, across the county, A.J.O.F.M. Timis organizes the job fair for graduates. If they honor the invitation, they will receive information on what the unemployment insurance system and the employment stimulation mean.

Despite the fact that the government offers incentives to the employers such as tax relief if they hire young graduates, on condition that they remain employed for at least three years, most employers are looking for experienced people, while the jobs for young people are scarce. Moreover, young people are not interested in the vacant positions because of the low pay. Young people may receive the unemployment benefit, counselling, training and guidance in finding a job, but the unemployment benefits should be a last resort inasmuch as it does not actually offer jobs and it only works as a notice board, a database and nothing more. The main reason for which young people cannot find a job is their lack of preparation (professional experience) while employers do not want to invest in human resources and look for qualifications and competence within the context of the ever higher taxes imposed by the government. At present we are witnessing a continuous change of professions and jobs. Given the obvious increase of labor insecurity due to the changes in the labor market (such as the creation of new professions, unemployment rate increase, job loss and so on), this makes young people less confident of their own lives. Thus, it can be noticed that people with low and average education levels feel more helpless when they do not manage to find a job that suits their interests and education. Finding the right job requires a lot of effort, therefore we need perseverance and a long lasting preparation. More than half of the young people in Romania cannot find a job in the country, after graduation, while when they actually have an opportunity, the field they end up working in is not at all related to their studies.

In conclusion, the obstacles in the employment of young people are caused, on the one hand by the absence of a level of experience imposed by the employer and, on the other hand, young people think that the labor market does not have sufficient offers correlated with their education, while their expectations with respect to jobs consists, first of all, in a satisfactory salary as well as in the fact that they wish to achieve personal development and a constant balance between work and personal life. However, the other half of young people accepts and appreciates the entry-level salary (1000 - 1500 lei/month). Furthermore, they also would prefer a lower salary in exchange for opportunities of professional development.

**Youth Insertion Into The Labor Market In Romania**

**ALDEA VICTORIA**  
**Economics – Student (3<sup>rd</sup> year)**

Youth insertion into the labor market was one of the main problems facing Romania in 2016. Insertion (hiring) of youth is slow because the employers require experience when a young man wants a job. Romanian school prepares young people more in theory and less in practice. The state should be more involved in this issue.

Several high schools or vocational schools more could be a solution?

It is difficult to give an answer to this question. However, high schools and especially vocational schools have disappeared. Here's why the state should do something about it. Yet the problem remains.

Maybe the state should devote more time to the employer to accommodate the young people for their first job, even if they have no experience or did not practice.

On the other hand, young people want decent wages from the beginning.

Perhaps this problem will be solved over time but definitely the state should get involved more.



**STUDENTS' VIEW****Young People Into The Labor Market**

**HINT-BRABETE IASMINA-GABRIELA**  
Economics – Student (3<sup>rd</sup> year)

Almost all young people, who seek for a job, say that they have had problems caused by the lack of experience required by the employers. On the other hand, most people are expected at their job, especially on their first job, to receive a large amount of money straight from the beginning, no matter if they have experience or not.

Personally, I think the years we spent in school, do not prepare us for our first job, especially for practical experience. So, in lack of experience, people accept any jobs to pay their bills. Most of us have jobs that have no connection with what we have learned in schools and that generates frustration and lower efficiency on the labor market.

**Insertion Of Young People On Labor Market**

**HAMZA IONUT**  
Economics – Student (3<sup>rd</sup> year)



As we all know, young people from a society represent its future because they will be those who will take the place of older people.

There are young people who are part of those families who were told that college is the only way they can get a good job. But, when they find themselves face to face with the labor market, they observe that, despite their diplomas mentioned on their resume, they cannot find a job immediately because their specialties are not correlated with the requirements of the labor market.

In order for these young people to follow the jobs they want to practice, they need the support of society they live in. However, most often their hope to work in the desired field is difficult to achieve without the help of society.

In my opinion, the following aspects are necessary:

- the reopening of schools with different profiles/trades;
- enabling of many investors from all over the country/world to create jobs;
- the State needs to take commitments regarding the practice of profession at various firms while in school, so that, at the graduation moment, the young people should be prepared and able to obtain a document attesting the period of practice and the knowledge acquired.

In this way, I consider that the State will be able to avoid the big problem of young people, namely their lack of work experience.

If every new graduate got a chance to learn practically in a company, even for a lower salary for starters, the unemployment rate and young people who leave the country would significantly decrease.

**Unemployed youth and Labor Market**

**MUNTEAN (IFTIMIE) LAURA**  
Economics – Student (3<sup>rd</sup> year)

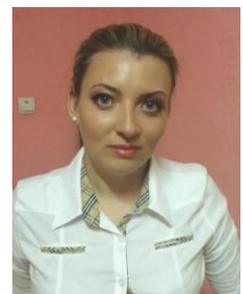


Unemployed youth are a population at risk in many countries. In most OECD countries, the average youth unemployment rate is double than the overall unemployment rate. This gap can be attributed to the lack of work experience and the weaker job search skills of young people and to structural problems, including inadequate education and training and overly restrictive regulation of labor markets. Active labor market programs can help, if they are comprehensive - including job-search assistance, counseling, training, and placement services - but they are expensive. Even more important may be earlier education system interventions to improve the school-to-work transition.

**Youth Employment Labour Market**

**TOILA IONELA**  
Economics – Student (3<sup>rd</sup> year)

The young people represent the power that society must use with the best consideration for our future construction, safety and for our security. The transition from learning to working is one of the most important subjects connected with youth issues. The process of finding a job is very difficult. This is the most important step for integration in community. The young needs to learn how to find a job, to prepare for the labour market and how to keep their job. A good education is leading to a good job and to a good place in labour market.



**STUDENTS' VIEW****Employing Young People On The Labor Market****MITITELU ALINA****Economics – Student (3<sup>rd</sup> year)**

The biggest problem facing young graduates of higher institutions is lack of experience in the industry requested - which seems a continuous paradox... .How can they have professional experience in higher education if they were learning and had only the vacation time to engage somewhere and gain some experience and most probably it would not have been in the same field.

This topic might be a solution if economic societies required staff since college, from among students. The staff after graduation would be ready, prepared and would efficiently approach his work in that company.

But not all specializations/subjects of higher education could solve this problem, because some are academic disciplines that have no direct connection with the studied profile (eg psychosocial, etc.). There must be discovered bridges between school and work through which the student will seek practice.

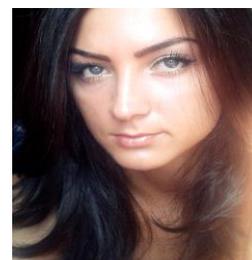
It is very complicated given the fact that the study of some subjects in school do not necessarily meet the real requirement of everyday life.

Another complication comes from the quality of education for all levels.

The level of general and specialized knowledge is so low that young graduates are afraid of the consequences and they lack self-confidence. On the other hand, they indulge in this situation and readily accept this without understanding the recoil effect on their later life.

But perhaps the most damaging thing is the desire - indeed justified - of young people to be in possession of diplomas of higher education, just because it is trendy or any other petty reasons ... But this desire roots in poor education received in the family or in school, because some people consider that this paper will give the child a better life, free of the difficulties experienced by parents/teachers, thus ensuring his/her future.

As a conclusion, graduation from an institutions of higher education must overcome obstacles related to subjective and objective own luggage, in spite of the hostile environment of the real world where newly graduated will operate.

**Youth Labor Market Insertion****MODI ALEXANDRA****Economics – Student (3<sup>rd</sup> year)**

In my opinion, Romania is facing a real problem regarding young students who are searching for a job after their graduation. The economy, unemployment, lack of confidence for the young students, and the lack of experience of the students, prevent them from finding a good job. But how can we have experience since we have just graduated from school? I think a solution would be for companies to provide special training for students in their final year. This is how we will have both practice and theory for the job we want.

**Why Go to University?****OLARU FELICIA****Economics – Student (3<sup>rd</sup> year)**

At one point or another in their high school lives, students are faced with one big question: should they go to university?

Some students decide not to go because they think it is not necessary to have a higher education in what they decided to do or having something more meaningful to come. Despite this, some other students decide to go to university. Even though their reasons might be different, their purpose is the same: higher education for academic interest, future career, or social life.

One of the reasons of attending university is having the chance to study a subject in depth and choose a major. Another common reason for going to university is that a college education often leads to a better career in the future. In many countries, companies tend to look for university graduates to fill positions that have greater responsibility and higher pay, such as managers and supervisors.

Furthermore, for certain professions including doctors, lawyers, and school teachers, a university degree is a requirement. In short, some students attend university because a university degree and the practical skills they can acquire will bring them better employment opportunities in the future.

In conclusion, students may have different reasons for going to university. For many of them, the main reason is to explore the academic field they are interested in. However, some students attend university to gain an advantage in the job market in the future. Others go to university to meet people with different backgrounds and develop friendships. Regardless of the reason, it is important for students to remember why they are in university and do their best to achieve their goals.

**STUDENTS' VIEW****And Now What am I Supposed to Do?**

**PREDESCU LILIANA**  
Economics – Student (3<sup>rd</sup> year)



In nowadays times, education has an important role in the personal and professional building of a person. The education process begins early in life.

At EU level, the stage door of the youngsters on the labor market is very challenging.

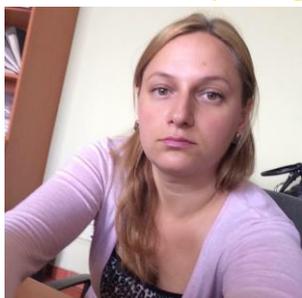
A good education can certify you a good and well-paid job. Romania confronts the huge problems in placing the increasing number of the graduated students on the labor market. The problem of introducing youngsters on the market is very important in the actual economical context, which is confronting with the enormous rates of unemployment, especially among the graduated population, because finding a job is a difficult task.

The absence of orientation projects in schools can be a cause of such a huge rate of unemployment, because young people can be confused about the economical situation and the labor market, necessary in choosing a university and then a career.

The economic situation in Romania is not very bright and that's why a good job after graduation is important but not always present, unfortunately.

**Insertion of young people on the market of labour**

**ROMAN CLAUDIA**  
Economics – Student (3<sup>rd</sup> year)



The Romanian market of labour is influenced by the economic, social, politic system and by the environment as well. This is why the request and the offer go often through some different tendencies.

The labour force one wants to hire should be highly satisfying and qualified, flexible, stable and loyal. The offer is influenced by factors as educational system, training, social environment and even by the family environment.

Fresh graduates, seeking for jobs, are, in fact, the real issue.

The general objective is to establish whether graduates are aware of the Romanian labour market.

The main specific objectives are:

- Correlation between work experience and sessions of professional guidance and counselling;
- Correlation between own opinion about labour market and work experience.

**What do the students want after graduation**

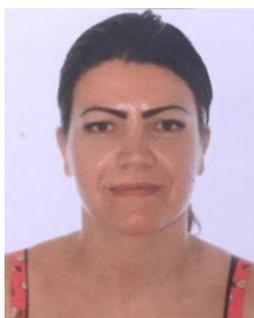
**VALCELEANU CATALIN**  
Economics – Student (3<sup>rd</sup> year)



In my opinion, what students want after graduation is a good job in the domain they studied, but this can be possible on the strength of their knowledge and also some luck. If they have the knowledge, but they don't meet the person who value them and help them develop in the domain, they can't go up and advance in their career as desired.

**Youth Employment Labour Market**

**STOICA LACRAMIOARA VIOLETA**  
Economics – Student (3<sup>rd</sup> year)



Nowadays, it is very difficult for young people to find a job in this country. All the employers want is experience and maybe for them it is good enough, because they think that if you do not have experience, you will fail at any job. I think in life everyone can learn about everything if they want to. In my opinion, if I had a company, it would be much easier to teach a person from the beginning than to control an already-learned person. I think all the employers should give youth a chance.

**STUDENTS' VIEW**

**The student in the Labour market – First job**

**SOARE MADALINA**  
Economics – Student (3<sup>rd</sup> year)

When faced with the employment process, students can find the task either easy or considerably difficult. It is the moment when you truly balance the positive and the negative aspects of the next step – maturity.

The employers are open in offering jobs to freshly graduated students, having the possibility of offering them lower salaries than to an experienced worker. Students are usually more responsive to new, more dedicated and very eager of learning and mostly, of achieving experience in the work field, reason for which they might be taken advantage of.

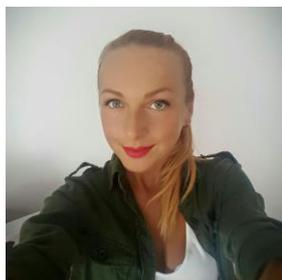
Even though the employer doesn't expects much from a contact with an undergraduate or a fresh graduate, for the student it really makes a difference. If for the experience, or the feeling of freedom that comes with the money gained, the first job is the step to maturity that we all have to take.

Usually the first job won't be the last one, but it will surely make a difference and will give you an idea for the next choice.



**The Problem of the Insertion of Young People on the Labor Market**

**AVRAMESCU OANA-GIORGIANA**  
Economics – Student (3<sup>rd</sup> year)



The problem of the insertion of young people on the current labour market is very important in the now-a-days economic environment, which knows increases in unemployment on a general and youth level. The transition of young people from education to working life can be best described as a process, which is not easy, because various dimensions are involved. The first dimension is the speed of transition. Young adults experience major difficulties in finding a job at all, let alone a good job in a reasonable time. Thus, the speed of transition to the labour market becomes crucial because, if people spend too much time looking for a job, they tend to lose confidence and drop out of the labour force to become inactive. The second dimension of the transition process is the stability of the employment relationship. It is very important to facilitate stability in order to enable employment increase and efficiency on a long-term.

**Edifices Asociația pentru Integrare Europeană**  
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Newspaper made within the co-funded European project Jean Monnet

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