

IO1.1 Job Profiles research in Romania

The aim is to research, identify the most wanted jobs for young people; what professions can be followed without high qualifications or obtained in non-formal ways; jobs in which young people from disadvantaged groups (young people with disabilities, refugees) can have success.

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1. Overview of the young people employment situation at national level *(Please include statistical data; youth unemployment/employment rates; youth insertion on the labour market; trends in employment/jobs; school-to-work transition)*

Currently, two unemployment rates are estimated in Romania, one calculated by the National Institute of Statistics (INS) and the other calculated by the National Employment Agency (ANOFM). The INS calculates unemployment on the basis of data collected from household surveys and includes people between the ages of 15 and 74 who simultaneously fulfil three conditions:

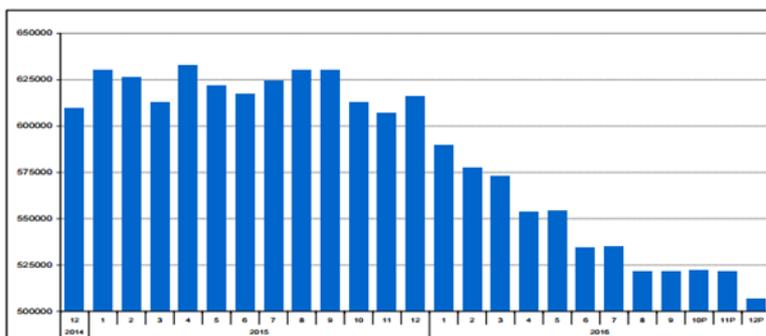
- they have no job,
- are available to start work in the next two weeks
- have been actively seeking a job during the last four weeks at the time of the investigation.

The other rate of unemployment in Romania, published by ANOFM, is calculated solely on the basis of the statements made by the unemployed at the employment agencies, who may receive or not unemployment benefit.

Between the two rates of unemployment there is a difference of 2-3 percentage points each month (the ANOFM rate being lower), which translates into a monthly number of 200,000-300,000 "hidden" unemployed (who want to work, but are not registered with ANOFM), this number resulting only from differences in calculation methodologies.

According to the National Institute of Statistics data, in December 2016, the seasonally adjusted unemployment rate was 5.5%. The unemployment rate in December 2016 decreased by 0.2 percentage points compared to the previous month (5.7%).

The number of unemployed (aged 15-74 years) estimated for December 2016 was 507 thousand persons, decreasing both compared to the previous month (521 thousand persons) and the same month of the previous year (616 thousands of people). For adults (25-74 years), the unemployment rate was estimated at 4.4% for December 2016 (5.3% for males and 3.4% for females).



The number of unemployed aged 25-74 was 75.0% of the total number of unemployed estimated for December 2016.

Here is the position of our country in the EU landscape, according to the European Commission report:

Structura principalilor indicatori ai pietei muncii în statele din Uniunea Europeană						
Tară	Populație stabilă totală (mii persoane)	Populație activă (mii pers.)	Număr salariați (mii pers.)	Diferența dintre populația activă și populația salariată (mii persoane)	Rată a somajului BIM (%)	Pondere a numărului de salariați în populația stabilă totală (%)
GERMANIA	80.524	39.538	35.424	4.114	5,3	43,99
SUEDIA	9.556	4.554	4.122	432	8	43,14
DANEMARCA	5.603	2.622	2.404	218	7	42,9
AUSTRIA	8.452	4.099	3.597	502	4,9	42,55
OLANDA	16.780	8.184	6.929	1.255	6,7	41,3
ESTONIA	1.320	597	542	54	8,6	41,09
LUXEMBURG	537	236	216	20	5,8	40,2
FINLANDA	5.427	2.403	2.104	300	8,2	38,76
MAREA BRITANIE	63.896	28.798	24.721	4.077	7,5	38,69
CEHIA	10.516	4.846	4.001	845	7	38,05
LETONIA	2.024	867	769	98	11,9	38
LITUANIA	2.972	1.264	1.118	147	11,8	37,61
SLOVENIA	2.059	888	750	138	10,1	36,41
SLOVACIA	5.411	2.318	1.958	359	14,2	36,19
MALTA	421	173	150	23	6,4	35,5
CIPRU	866	367	307	59	15,9	35,49
UNGARIA	9.909	3.906	3.486	420	10,2	35,18
BULGARIA	7.285	2.889	2.547	342	13	34,97
FRANTA	65.579	25.508	22.708	2.800	10,3	34,63
BELGIA	11.162	4.485	3.833	651	8,4	34,34
IRLANDA	4.591	1.828	1.538	290	13,1	33,5
PORTUGALIA	10.487	4.250	3.506	744	16,4	33,43
ROMÂNIA	20.020	8.884	6.264	2.620	7,3	31,29
POLONIA	38.533	15.313	12.055	3.258	10,3	31,28
SPANIA	46.728	17.002	14.010	2.992	26,1	29,98
ITALIA	59.685	21.985	16.785	5.200	12,2	28,12
CROAȚIA	4.262	1.349	1.113	235	17,2	26,12
GRECIA	11.063	3.560	2.258	1.302	27,5	20,41
MEDIA UE (28 de țări)	505.666	212.712	179215	33.497	10,8	35,44

Source: Press Release of the National Agency for Employment

In 2016, the National Employment Agency managed to accommodate 288,589 people, most of them, respectively 88,844, belonging to one of the groups considered difficult to enter the labour market, i.e. persons over 45 years of age. The increased interest of this age group in identifying a job was seen each month in 2016. 73,874 of those employed during the reference period are between 35 and 45 years, 69,009 are aged between 25 and 35 years, and 56,862 are younger than 25.

In order to integrate into the labour market, jobseekers registered in the territorial employment agency's database where they have their domicile or residence, where they benefit from the personalized packages of active measures provided by modified and completed Law no. 76/2002 on the unemployment insurance system and the stimulation of employment. In 2016, 752,391 people were included in active measures. For the same purpose, direct meetings of the demand with the offer of work are organized, addressed to all interested persons, who do not work or who want to change their profile.

In 2016, ANOFM, through the territorial employment agencies, organized the General Labour Exchange, the Labour Market for Graduates, as well as 40 scholarships at the demand of the labour market for jobs in different branches of activity (furniture making, woodworking, garments, ceramics for household and ornamental use, construction, services etc.) and for vulnerable groups in the labour market (women, young people at risk of social marginalization, people deprived of their liberty, people with disabilities).



The ANOFM employment program was based on the objectives of the Governance Program and the strategic objectives of the European Union in the field of employment in the perspective of Europe 2020, transposed into the National Employment Strategy 2015 - 2020. As an effect. The National Program for Employment of young people at risk of social marginalization appeared for 2016.

In accordance with the provisions of Law 76/2002 on the unemployment insurance system and the stimulation of employment, the National Agency for Employment ensures the participation in the labour market of young people at risk of social marginalization through: personalized social accompaniment, information activities and promoting the interests of young people at risk of social marginalization among employers and subsidizing the workplace.

The personalized social assistance is carried out by the National Agency for Employment through the territorial employment agencies based on a solidarity contract and constitutes a set of services that are granted free of charge to the young people at risk of social marginalization and consists in:

A) Information and professional counselling;

B) Mediation of work;

C) Placement for employment with an employer whose job offer has been selected to be appropriate to the professional training and other conditions contained in the file prepared as a jobseeker in the employment agency's records.

Please note that the Law no.250 / 2013 amended Law no. 116/2002 on preventing and combating social marginalization. The amendment consisted in the abolition of the Section for social marginalization and the introduction into Law no. 76/2002 on the unemployment insurance system and the stimulation of employment of Section 3: Promoting the labour market participation of young people at risk of social marginalization.

The situation regarding the level of studies of persons who have concluded solidarity contracts in the IV quarter of 2016 is as follows: - 47 persons have secondary education, unfinished or without studies (49.5%); -23 persons have professional education (24.2%); -25 people have average education (26.3%).

For example, following the organization of the General Job Market, organized on April 14, 2016, 12 youths from the socially marginalized youth category were selected from a number of 68 registered. 31 employers contributed to the general scholarship and the number of jobs offered was 117. The 12 young people are from the counties: Vrancea (5 persons), Argeş (2 persons), Maramureş (2 persons), and from the counties Satu Mare, Vaslui, Tulcea 1 person.

At the Job Fair for graduates organized on October 20, 33,109 jobs were offered at the national level in the following fields: manufacture of road transport vehicles, electrical equipment manufacturing, special construction works, machinery, equipment and construction, metal construction industry, food industry, etc. 24,839 people participated in this action, of which 14,505 graduates. There were 6,693 graduates selected and 407 were enrolled. The level of training of persons for whom a job has been identified shows that most have high school education (60,164), vocational (51,977), gymnasium (42,841), and 22,729 are university graduates.

One of the greatest challenges in Romania is to control young people neither in employment nor involved in further education or training (NEETs). According to national and European statistics, the NEET rate is higher among women and youths with a low educational level (Balan, 2014).

During the 2008-2012 interval, Romania reported NEET shares above the European average, with most NEETs being identified in 2011 (17.4% of the total population aged 15-24), but their share dropped to 16.8% in 2012.



	Total				Male				Female			
	20–34 years	20–24 years	25–29 years	30–34 years	20–34 years	20–24 years	25–29 years	30–34 years	20–34 years	20–24 years	25–29 years	30–34 years
EU-28	18.9	17.3	19.7	19.4	14.9	16.5	15.3	13.0	23.0	18.2	24.3	25.8
Belgium	18.1	17.5	18.6	18.3	16.2	17.7	16.4	14.7	20.0	17.2	20.7	22.0
Bulgaria	25.2	24.0	26.5	24.8	21.4	23.4	21.6	19.7	29.1	24.7	31.6	30.3
Czech Republic	17.6	10.8	18.5	22.3	7.9	7.5	8.3	7.8	27.8	14.3	29.1	37.6
Denmark	10.2	9.3	10.9	10.5	9.1	9.2	9.5	8.5	11.3	9.3	12.3	12.7
Germany	12.2	9.3	12.3	14.6	8.4	8.0	8.6	8.7	16.2	10.6	16.2	20.8
Estonia	15.1	14.8	15.3	15.3	8.3	11.9	8.5	7.3	22.2	18.2	23.7	23.8
Ireland	20.1	19.7	21.4	19.3	17.4	19.8	18.6	14.7	22.7	19.6	24.0	23.5
Greece	32.4	26.1	36.2	33.7	27.7	25.3	30.6	26.9	37.2	26.9	42.3	40.4
Spain	24.2	22.2	26.0	24.2	22.4	23.0	24.2	20.4	26.1	21.4	27.8	28.1
France	19.0	18.1	20.0	18.9	15.9	18.4	15.7	13.7	22.1	17.9	24.2	23.7
Croatia	23.8	24.2	23.2	24.1	22.7	28.2	20.3	20.1	25.0	19.9	26.2	28.2
Italy	31.6	31.1	33.5	30.2	26.8	31.4	28.6	21.0	36.4	30.8	38.4	39.3
Cyprus	21.5	22.2	22.9	19.4	19.5	22.9	20.1	15.9	23.3	21.5	25.5	22.6
Latvia	17.3	16.1	18.4	17.2	13.8	13.8	16.3	11.1	21.0	18.5	20.8	23.4
Lithuania	15.3	14.4	17.2	14.7	13.3	13.4	13.9	12.6	17.5	15.4	20.6	16.7
Luxembourg	9.7	8.8	9.9	10.3	6.8	9.3	6.3	5.2	12.7	8.3	13.6	15.3
Hungary	19.9	16.5	21.4	21.8	12.7	14.6	12.4	11.1	27.4	18.4	30.8	32.6
Malta	13.6	9.8	13.1	17.8	7.9	7.9	7.8	7.9	19.8	11.8	18.7	28.3
Netherlands	10.1	7.2	10.6	12.6	7.8	7.0	8.2	8.2	12.4	7.3	13.1	17.1
Austria	11.2	9.8	10.7	13.0	8.8	9.7	9.0	7.8	13.6	9.8	12.4	18.2
Poland	18.8	17.6	20.5	18.4	14.0	17.2	15.0	10.7	23.9	18.0	26.4	26.4
Portugal	16.1	17.5	17.1	14.1	15.1	16.3	15.4	13.7	17.1	18.6	18.8	14.5
Romania	23.7	24.1	25.3	21.6	16.5	19.0	17.7	13.0	31.4	29.5	33.6	30.8
Slovenia	14.4	14.0	16.7	12.8	12.5	15.0	14.3	9.3	16.6	12.9	19.5	16.9
Slovakia	23.1	19.2	22.8	26.6	14.7	18.1	13.1	13.3	31.8	20.4	32.8	40.6
Finland	15.5	15.7	15.7	15.1	13.1	17.6	11.8	10.2	18.0	13.8	19.8	20.2
Sweden	8.5	9.3	8.6	7.6	7.8	9.6	7.6	5.9	9.3	8.9	9.5	9.4
United Kingdom	15.1	15.0	15.4	14.9	10.0	12.3	10.0	7.8	20.2	17.7	20.9	21.9
Iceland	6.5	6.5	6.6	7.2	5.3	5.2	5.2	5.2	7.6	7.6	8.1	10.9
Norway	10.1	8.2	10.8	11.2	9.2	8.5	9.3	9.6	11.0	7.8	12.3	12.8
Switzerland	8.8	9.5	7.0	9.9	6.4	10.5	5.2	4.2	11.1	8.4	8.9	15.4
FYR of Macedonia	39.9	35.6	46.1	37.6	34.9	36.0	39.2	29.5	45.1	35.3	53.4	46.0
Turkey	34.3	32.7	35.5	34.4	14.1	17.7	14.3	10.9	54.2	46.8	56.7	58.3

Source: Eurostat (online data code: edat_ifse_20)

Share of NEETs by sex and age (2015)

Education plays a central role in offering young people proper skills and knowledge to enter the labour market. In Romania, a higher level of education is associated to better chances of employment while less educated people are the worst affected by unemployment. More specifically, the highest percentage of employment can be found among university graduates: > 80% versus 60% of those with upper secondary and post-secondary education and about 40% of those who graduated pre-primary, primary and lower secondary education manage to find a job (Diaconu, 2014).

A national Vocational Education and Training (VET) strategy was adopted in Romania (April 2016), with the following key objectives: improving labour market relevance and quality; increasing participation; developing innovation and national/international cooperation in VET.

In June 2016, Romania adopted a National strategy for lifelong learning, aimed at improving participation and increasing labour market relevance. In this context, also people usually underrepresented, such as low-skilled people, young people in transition from school to work and persons with disabilities, are taken into consideration (EC, 2016).

Even if Romania is modernising school curricula towards competence-based learning, VET qualifications and curricula don't seem to be sufficiently coordinated with labour market needs and dynamics (Education and Training Monitor – Romania, EC 2016; Balan, 2014).

A flexible curriculum more oriented to the world of work, as well as appropriate policies and measures, could improve employment prospects and reduce inequalities, facilitating a more efficient and rapid insertion on the labour market (Diaconu, 2014; Pisciă et al., 2015).

Insufficient practical applications and insufficient/absent extracurricular activities are considered the main problems of the education system. Only 18% of young people consider schools in line with labour market demands (2012 Youth Public Opinion Barometer).

Non-formal educational programs should be optimized in order to give students the possibility of being involved in many extracurricular activities with the final aim of an effective integration in the society (Blandul, 2014).



2. Country strategy on youth employment *(please provide details, if any, at national level; title and link; short description of the stipulated policies; integrated guidelines on employment)*

The ANOFM Employment Program was based on the objectives of the Governance Program and the EU 2020 Strategic Employment Objectives for Europe 2020, transposed into the National Employment Strategy 2015-2020. For 2016, the National Agency for Employment has drawn up the National Employment Program for young people at risk of social marginalization, taking into account the categories of young people stipulated in Law 76/2002, modified by Law 250/2013.

The overall objective of the National Employment Program for young people at risk of social marginalization is to promote their participation in the labour market. The specific objectives of the National Employment Program for young people at risk of social marginalization for the year 2016 were:

- the personalized social accompaniment carried out by the National Agency for Employment through the territorial employment agencies, on the basis of a solidarity contract;
- to stimulate insertion employers to employ young people at risk of social marginalization.

At the level of the territorial employment agencies, job place scholarships are organized with the participation of all categories of interested persons, including socially marginalized young people, thus contacting the two segments of the labour market, namely employers / employers of insertion and people looking for a job. We mention that jobs are created by employers, ANOFM being a mediator in the labour market. ANOFM annually organizes three categories of scholarships: General Scholarship, Scholarship for graduates and Scholarships demanded by the Labour Market (for certain target groups, trades, or fields of activity).

The age limit for young people benefiting from the measures provided by law is of maximum 26 years and the duration of the solidarity contract is up to 3 years, provided that the minimum period is 1 year. The monthly grant to employers of insertion for a socially marginalized young person represents the basic salary set on the date of employment but not more than twice the value of the social reference indicator in force on the date of employment until the expiry of the solidarity contract. If the young person is kept in employment, the employer benefits monthly, amounting to 50% of the unemployment benefit that would be due to the young person if he had been made redundant. The amount is granted to the employer for the duration of the employment relationship, but not more than 2 years.

3. Recruitment system for employment *(please provide information about the country policies of recruitment, recruitment criteria, ways and channel of recruitment – agencies, online, provide examples with links)*

In order to achieve the indicators stipulated in the National Employment Program for young people at risk of social marginalization, the following measures have been taken to facilitate access to employment for young people at risk of exclusion:

- Providing mediation services through the elaboration of an individual mediation plan in accordance with the provisions of the Law no. 76/2002 of the unemployment insurance system and the stimulation of employment, as amended and supplemented, as well as through the organization of special job grants, as is the case.
- Providing professional counselling services: providing information on the labour market (vacancies, fields, trades), information on employees' rights and obligations, training in job search techniques, presenting opportunities for participation in training courses.



- Enrolment in vocational training courses in the jobs required in the labour market in accordance with the local requirements and perspectives of young people for employment.
- Subsidizing employers for insertion of young people in difficulty and at risk of exclusion: the basic salary set at the time of hiring young people, but not more than twice the value of the social reference indicator in force at the time of employment, until the date of expiration of the solidarity contract or 50% of the statutory unemployment allowance if, on expiry of the solidarity contract, the employers maintain employment relationships with young people and employ them for an indefinite period of employment.

Recruitment system for employment

The National Agency for Labour Force Employment (Agenția Națională pentru Ocuparea Forței de Muncă, ANOFM <http://www.anofm.ro>) is the public authority responsible for organising and implementing professional training and skills formation.

Another useful information source is the National Scientific Research Institute for Labour and Social Protection (<http://www.incsmps.ro/>), that has gained a considerable scientific expertise in the socioeconomic field, at national and international level, during the years.

As main ways and channels of recruitment, we can mention the following:

- Local/County Employment agencies (<http://www.adecco.ro/jobs/> ; <https://candidate.manpower.com/wps/portal/ROCampus>)
- Public Employment services
- Job advertisements in local, regional and national newspapers (portal for Romanian newspapers: <http://ziarero.antena3.ro/>)
- Job-seeking websites (<https://www.ejobs.ro>; <http://www.myjob.ro> ; <https://www.bestjobs.eu/en/jobs?location=Romania>)

Young people looking for a job can benefit from some free of charge services, such as:

- Information and professional counselling
- Mediation services
- Training and re-training courses
- Assistance and counselling for self-employment initiatives or for starting a small private business

4. Job Profiles (*available jobs depending on experience/education level; most wanted jobs for young people, professions obtained in non-formal ways, jobs in which young people from disadvantaged groups can have success*)

Occupation of jobs of socially marginalized young people were: confectioner of leather and replacement leather products, hand sewing worker, manual packer, commercial handler and unskilled worker.

Based on the National Employment Agency (2015), the most common job vacancies are in the following fields: unskilled workers in the ready-made garment industry: retail workers; unskilled assembly line and component-fitting workers; freight handlers; security guards; shop assistants; unskilled workers for building demolition, wall and floor tiling; lorry/large tonnage vehicle drivers; textile sewing operators; car and van drivers.

According to a recent national empirical study (Mocano & Zamfir, 2016):

- Previous working experiences are not requested for almost half of the job vacancies, especially in regions with high vacancy rates.



- Opportunities for inexperienced workers are more common: in the manufacturing industry field and in large companies; for technicians, operators and assemblers, unskilled workers
- The majority of job vacancies for inexperienced workers requires low levels of education (58.2%) or medium education (33.0%).
- Different skills and knowledge, formally or informally acquired, have low importance in the recruitment of young people with no previous experiences.

In conclusion, young people without previous working experiences can find many opportunities but mainly jobs requiring low level of education seem accessible for them.

Following Cedefop's forecast, job opportunities in Romania will mainly require low-level qualifications in the future. More specifically, by 2025, the share of Romania's labour force with:

- high-level qualifications will rise to 39.4% (26.6% in 2013)
- medium-level qualifications will be 37.8% (51.5% in 2013)
- low level or no qualifications will remain at around 22%

A study launched in Romania in 2014, "Jobs in Romania", highlights the discrepancy among parents and young people perceptions of jobs and professions. Most of Romanian parents (65%) desire jobs that require superior studies for their kids, while half young people consider having a profession more important than having higher education.

Relation between occupation and professional specialization (Sandu et al., 2014).

		<i>I don't work, but I have no professional qualifications</i>	<i>I work in the profession that I was trained for</i>	<i>I work in a field which is close to the one I was trained for</i>	<i>I work in a totally different field than the one I was trained for</i>	<i>I cannot assess</i>
Total		19.3%	30.5%	14.6%	31.2%	4.5%
Gender	Male	23.3%	26.7%	15.7%	29.7%	4.7%
	Female	14.5%	34.9%	13.3%	32.9%	4.3%
Residential Area	Urban	15.9%	35.7%	15.6%	29.1%	3.6%
	Rural	24.3%	22.5%	13.1%	34.2%	5.9%
Age Groups	15 to 19 y.o.	47.7%	11.4%	4.5%	25.0%	47.7%
	20 to 24 y.o.	24.0%	24.9%	12.4%	34.1%	24.0%
	25 to 29 y.o.	11.6%	37.4%	17.7%	29.9%	11.6%

5. References (links)

<http://www.anofm.ro/statistica>

<http://www.anofm.ro/stadiul-realiz%C4%83rii-programului-na%C8%9Bional-de-ocupare-pentru-tinerii-cu-risc-de-marginalizare-social%C4%83->

<http://www.anofm.ro/peste-288-000-de-persoane-angajate-%C3%AEn-anul-2016-prin-intermediul-agen%C5%A3iei-na%C5%A3ionale-pentru-ocuparea->

<http://www.insse.ro/cms/ro/content/buletin-statistic-lunar-al-jude%C5%A3elor-nr22017>

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