

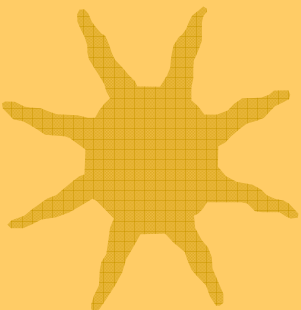
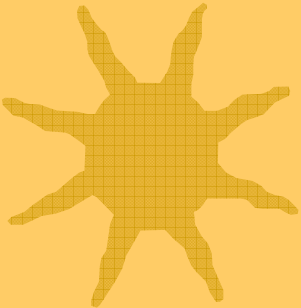
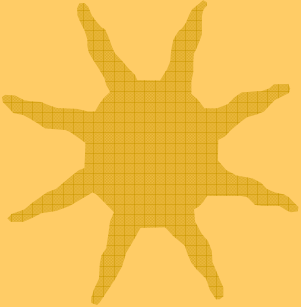


*Youth insertion on
Romanian labor market*

Carmen IONESCU
CSDR Romania



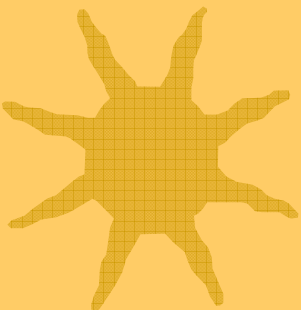
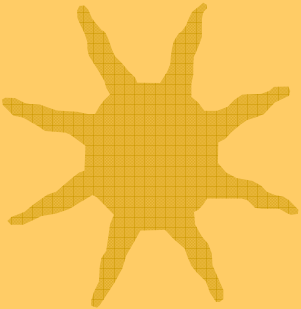
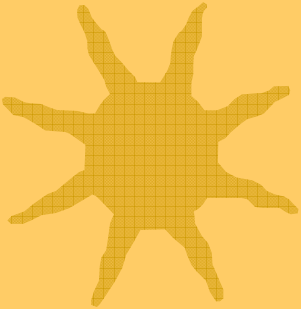
Institutional framework : Role of social partners



- ★ Ministry of Education
- ★ Ministry of Youth and Sports
- ★ National and Regional (Municipal) Agencies for Employment and Vocational Training : AJOFM – Information and Counseling Centers
- ★ Ministry of European Integration
- ★ Trade Unions + Employers' Associations sit in the Social Dialogue Committees at the level of every ministry and agency concerned;
- ★ Bi-partite and tripartite social dialogue structures : including in the CLA of clauses relating to professional training + better wage negotiation system within individual employment agreements ;
- ★ **New Labour Code (2003) : ensures the flexibility of the labour market – flexible work relationship and instruments for their application in order to reduce employment barriers**



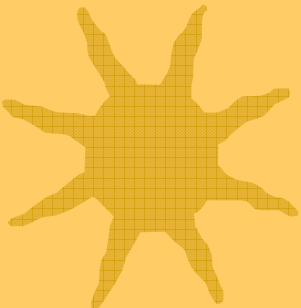
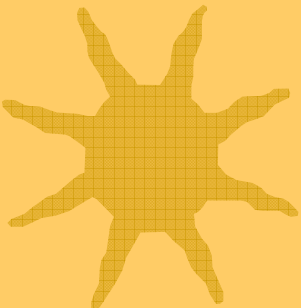
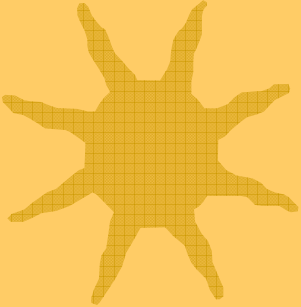
CSDR



- ★ **CSDR : Democratic Trade Union Confederation of Romania** – trade union confederation representative at national level;
- ★ Representatives of CSDR sit in the Tripartite Administration Boards of the major institutions, including the one in charge with employment strategies ;
- ★ Strong representation in the pre- university education sector – over 150.000 TU members, teachers and ancillary staff;
- ★ The trade unions of the education sector – social dialogue with the Ministry of Education and Research;



Social policies in Romania in acc. with the revised Lisbon Agenda:



- ★ Attracting and maintaining more people on the labour market,
- ★ Improvement of the adaptability and the increase of investments in the human capital,
- ★ Achieving the connection with the provisions laid down in the objectives of the Sustainable Development Strategy

Source : Ministry of European Integration



To implement the Joint Memoranda for Social Inclusion

Romania drafted in line with the Community Strategy for Employment the:

- ★ National Strategy for Employment 2004-2010,
- ★ National Action Plan for Employment 2006
- ★ Strategic Plan for Social Inclusion,
- ★ National Plan for Development and
- ★ National Reference Strategic Framework 2007-2013 – the Sectoral Operational Programme „Human Resources Development”

Source : Ministry of European Integration



Aims of the European Social Fund in Romania, in the period 2007-2013

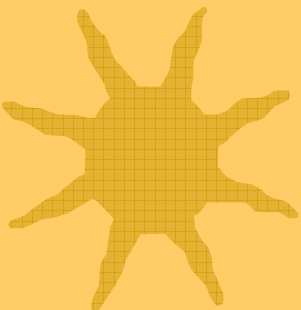
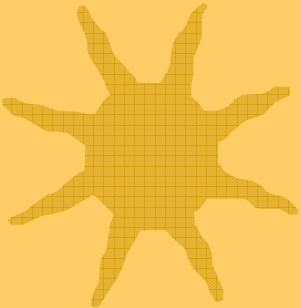
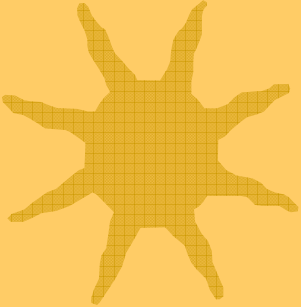
In order to reach the Lisabon objectives :

- ★ **modernization of the educational process** in order to determine individual evolution on the labour market,
- ★ supporting the enterprises as far as the **flexibility of the work organisation and the reconciliation between the professional and family life**

Source : Ministry of European Integration



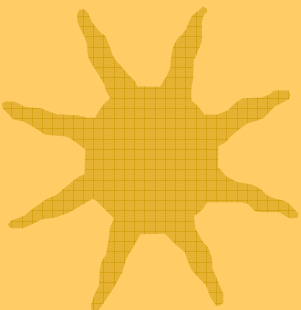
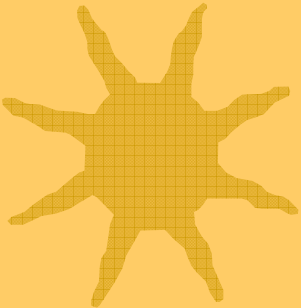
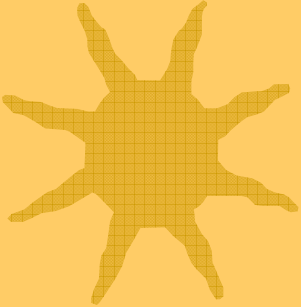
Main challenges for youth



1. **Tough economic situation** : lower rate of young people involved in higher education (university); better situation in the urban areas compared to the rural areas;
2. **“Brain drain”** - graduates of universities leave Romania for the US or Western European Countries; in this case, huge investment made from public education system never returns into the labour market (case of physicians: estimated investment/capita about 40.000 Euro)
3. **Lack of matching between the skills** obtained in high schools ,VET and universities **and the demand of the labour market** ; either professions over offered to the labour market (lawyers, economists) or new professions required by the market lacking professionals (service mountaineer);
4. **Many young people are involved into part-time jobs, seasonal jobs or work on the black market;**



General context of the Romanian labour market

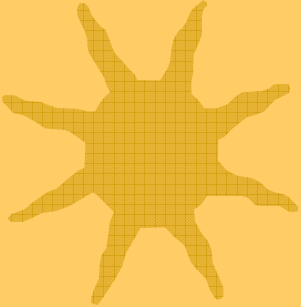


1. *The management of the rapid demographic ageing phenomenon, of the internal and especially external migrating fluxes, as well as the technological “battle” for competitiveness are only a few of the most important challenges of the European labour markets;*
2. *The labour market in Romania will change dramatically during the European integration process;*
3. *In the period between 1992 and 2002 was the most relevant in the decline in the employed population in the “skilled workers” group;*
4. *The dominant occupations especially in industrial sectors are strongly affected by economic, organizational and technological reorganization;*
5. *The main factors causing changes in the content of the activities were: adjusting to the clients’ needs, increasing competition and refurbishments;*

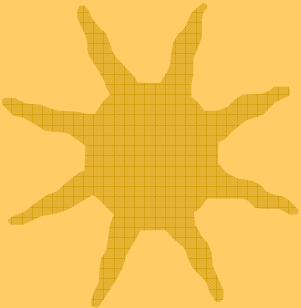
★ *Source :National Institute for Scientific Research in the Field of Labour and Social Protection, Romania*



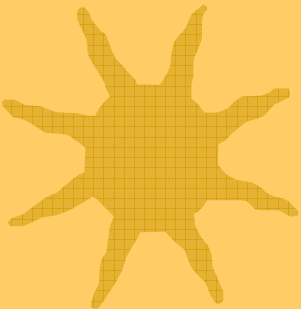
General context of the Romanian labour market



6. *The main competences associated with the changes in the work content are computer work, solving various problems, resources management and communication;*
7. *Trans-sectoral competences such as computer work and knowledge of a foreign language (especially English) are still the most important ones.*
8. *The high level of stress is associated with most occupations.*
9. *Generally speaking, Romanian companies use the informal personnel recruitment methods, exhibiting a low level of confidence in the formalized/public mechanisms for the mediation between supply and demand on the labour market.*

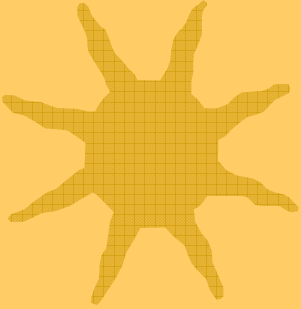


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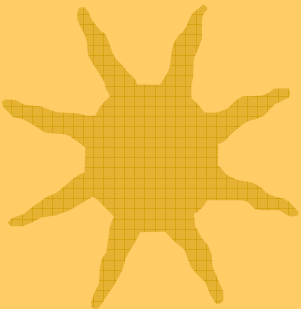
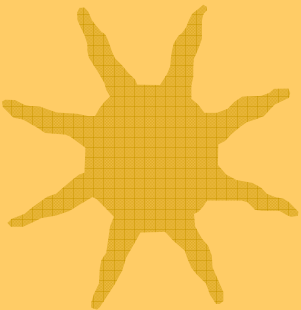




General context of the Romanian labour market



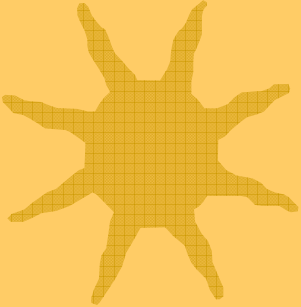
10. *The inadequacy of employing the personnel in accordance with the qualification obtained after graduating from a school is found in a significant number of companies;*
11. *Regarding the perception of the technological changes at company level, it is of about 42%;*
12. *The technological refurbishment was perceived mainly in companies in the field of the processing industry, transport, warehousing and communications and the mining industry. In trade and real estate companies the manifestation of the technological changes was identified to a lower extent;*
13. *Generally, high percentages of companies that carried out staff training programmes are found in financial brokerage and insurance (83.3% of the total), electric, thermal power, gases and water (59.1% of the total), health and social assistance (54.5% of the total). On the other hand, the lowest level of vocational training programmes was found in 2005 in trade (18.6% of companies carried out vocational training programmes);*



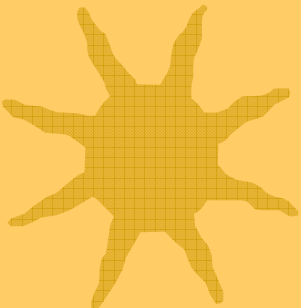
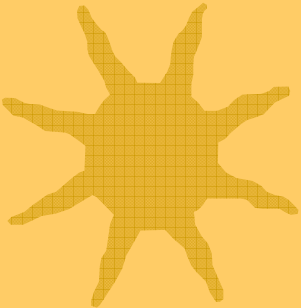
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General context of the Romanian labour market



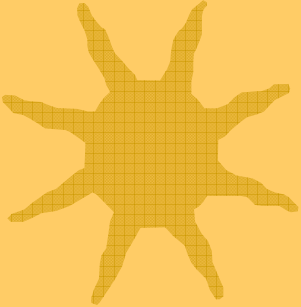
14. *The reasons why companies did not carry out vocational training programmes were the satisfaction with the employees' training (56.1%) and the argument that "the occupations acquired at the workplace" (31.1%);*
15. *According to the training topics, the majority of the courses organized in 2005 were of technical/technological knowledge/acquisition/improvement (42.4%), followed, at a significant distance, by product quality control knowledge acquisition and improvement (24.2%) and information equipment knowledge acquisition/improvement courses (21.7%).*
16. *The lowest percentage is held by foreign languages knowledge acquisition/improvement(5.3%)*



★ *Source :National Institute for Scientific Research in the Field of Labour and Social Protection, Romania*



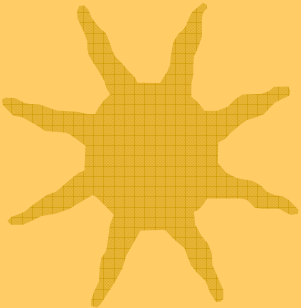
Unemployment rate 2005/ 2007



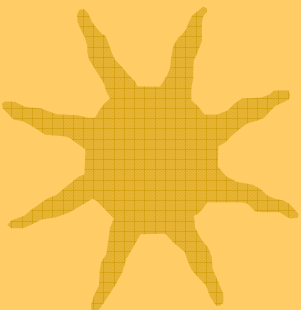
★ **In Romania: the total unemployment rate according to the ILO is 7,2%**

★ Out of which : - *7,7% for men*

- *6,4% for women*



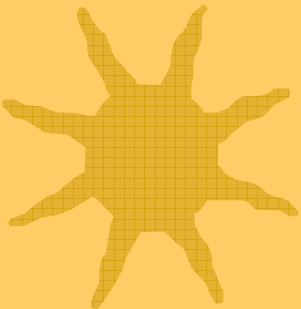
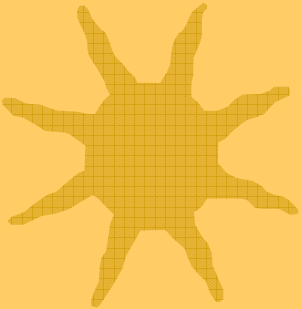
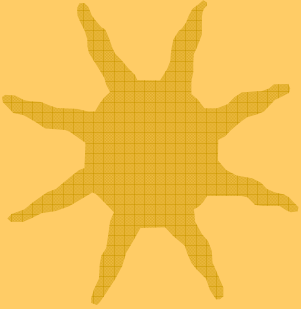
★ **Youth:** the population aged below 15 represents 15,5 % of the total population estimated at about 22 million, while those aged between 15 and 24 represents 15,2 % - according to EUROSTAT (March 2007);



★ ***The unemployment rate of young people is three times higher than for the total population in Romania (23,4% and 7,5 % respectively in January 2007).***



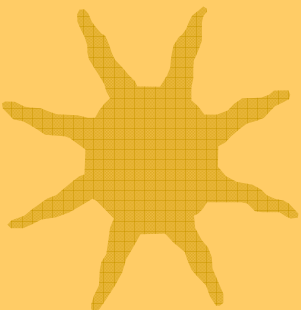
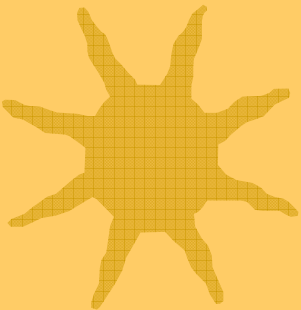
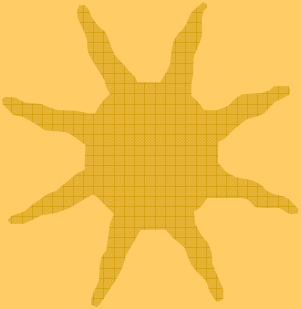
Employment services for youth



- ★ **Young graduates of any form of education could be officially registered as unemployed and benefit from unemployment benefit for 6 months – 50% of the legal minimum wage per country;**
- ★ **Young job seekers benefit from free of charge services :**
 - *Information and professional counseling;*
 - *Mediation services (including on –line services)*
 - *Training and re-training courses*
 - *Assistance and counseling for self-employment initiatives or for starting a small private business ;*



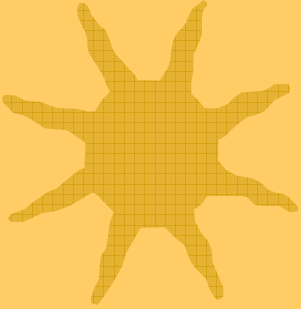
Employment services for youth



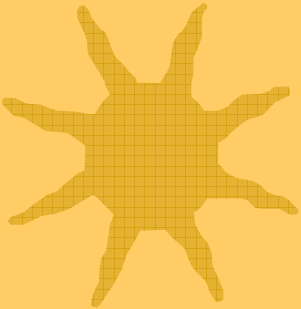
- ★ **Information and Career Counseling Services** offered in schools for future graduates of high schools and VET;
- ★ **Enterprises** are encouraged to hire young graduates of high schools and universities;
- ★ **Bonuses** offered to young graduates when they are first time employed , in addition to the fiscal facilities offered to employers when hiring young graduates;
- ★ **Public Employment Services (PES)** capacity to interact with the local and regional markets is increased by generalizing *ICT* and by developing some e-government initiatives;



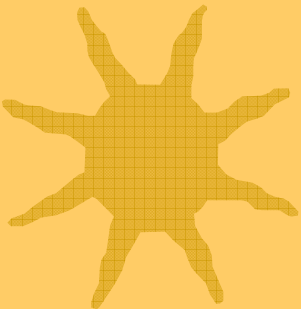
Access of youth on the labour market



1. **Facilitating the transition from school to employment:** takes into account to compensate the qualification or experience deficit – a better technical and vocational education and promotion of the apprenticeship at workplace: creation of the Arts and Crafts Schools;



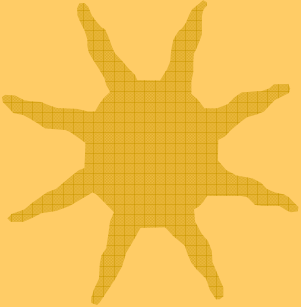
2. **Expanding measures to encourage the youth employment:** non-taxable recruitment premium for employing youth aged at least 16 years; Employers who offer jobs to young graduates on undetermined period receive for 12 months a monthly incentive valued at a minimum wage per economy for each young employed (currently, the minimum wage is 4,400 RON : 130 Euro/month;



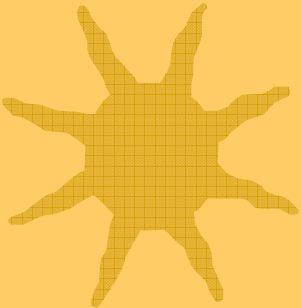
3. **PES:** information campaigns for the pupils and students in the last years on employment opportunities;



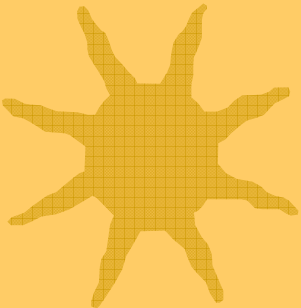
Access of youth on the labour market



4. **In order to reduce the unemployment rate among youngsters** : measures for the integration of young unemployed on the labour market financed by ESF;



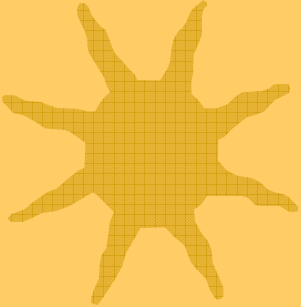
5. **For the socio-professional integration of the youth** (16-25 years), especially for those coming from the foster homes : professional counseling and mediation for employment through personalized social coaching;



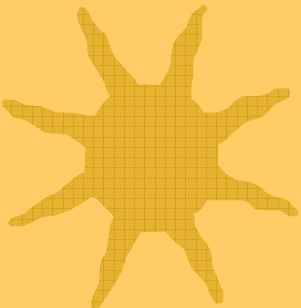
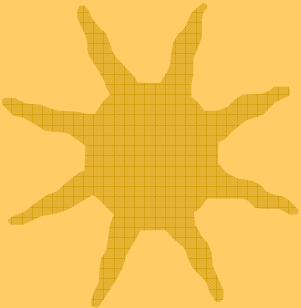
6. **Promotion of gender equality** – access of women to economic activities where they are poorly represented

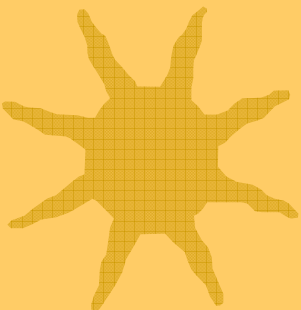
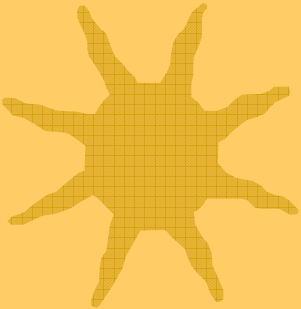
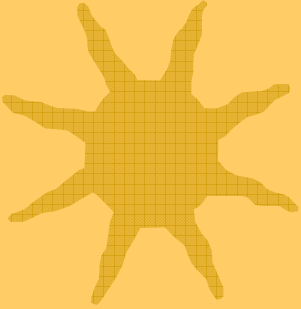


Competitiveness on the labour market



1. **Reduce the early drop out school phenomenon** - an Early Education Reform has been promoted especially for children coming from marginal groups; creation of Community Resource Centers for offering a concentration of educational services;
2. **Programmes for skills development for digital economy:** supplying IT for schools and introducing IT literacy from the first school years;
3. **National Programme for generalizing access to Internet and modern learning practices**
4. **Higher education quality** – 3 higher education university course-structure in line with the Bologna course structure (40% of the students);
5. **Promote European dimension in higher education** : common qualification programmes - competitive students on the European market.





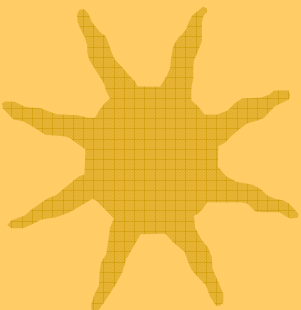
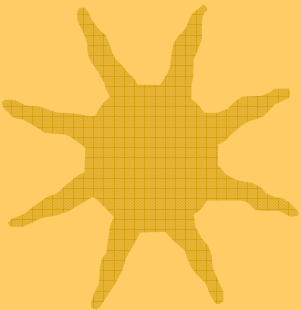
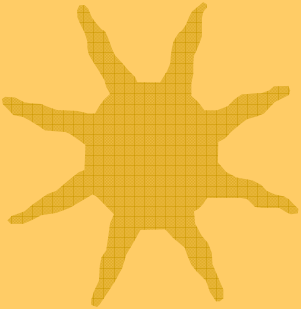
Education and long life learning

- ★ **Low rate** of participation to education and training of the active population (25-64 years old);
- ★ **Priority** : creating economic development opportunities in the rural areas - **National Programme for upgrading the TVET in rural areas**
- ★ **Long Life Learning Programmes** are oriented towards the demand of the labour market ; aimed at compensating young people's qualification deficit in order to meet the employment demands ;



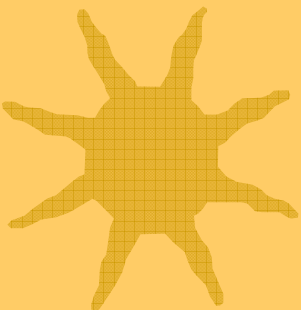
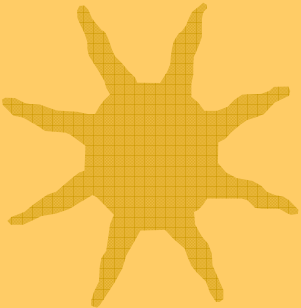
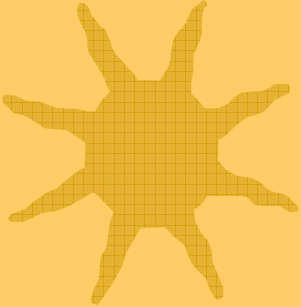
Labour Force Mobility

- ★ Introducing a competences and partial qualifications certifying system ;
- ★ Promoting the students' and academic staff mobility – participation in Socrates II and Leonardo da Vinci II + Erasmus mobilities;





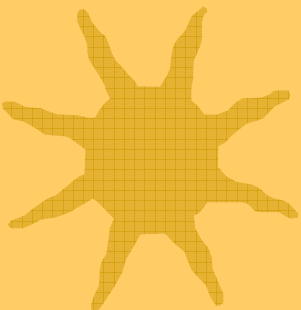
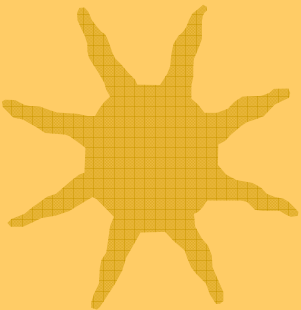
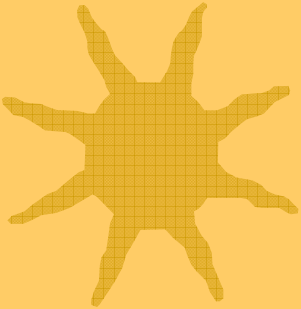
CSDR – Experience in the field



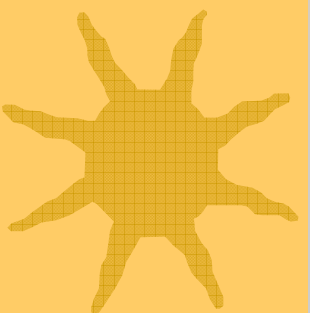
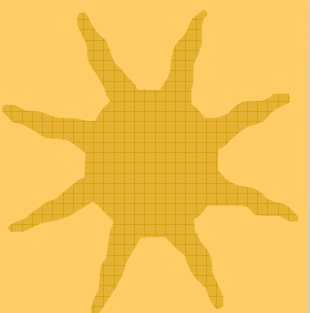
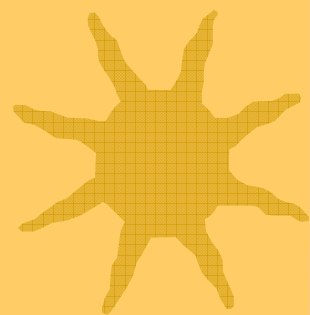
- ★ Under the co-ordination of ILO-IPEC, CSDR conducted a a one – year (2006) national programme on employment opportunities for young people from marginalized communities and prevention of their involmment into worst forms of child labour, including trafficking in human beings;
- ★ The major conclusions :
 - *The target group (youngsters ageing between 15 and 19 years from selected Arts and Crafts School from Bucharest) have generally obtained qualifications which do not fit into their area of interest; most of the youngsters require for re-training courses (VET) in the service area which bring them an income that supports the family;*
 - *Both youngsters and their siblings are not informed about the opportunities offered by PSE Authorities and were made aware of them in the project;*
 - *Most youngsters are willing to continue school (in order to have a graduation certificate) and work at the same time, in order to provide income to the families;*



CSDR – Experience in the field



- ★ *School is the main environment for counseling, offering carrier guidance, psychological support for pupils ; co-operation among schools, public authorities, NGO-s, trade unions and other major stake holders is the key for a balanced active life of youngsters; school drop-out is a phenomenon which needs to be counter-acted by this joint action.*
- ★ *Both youngsters and their family members are very little aware of the employees' rights and duties and have very little knowledge on building a correct relation between the employee and the employer;*
- ★ *People from vulnerable groups are, in spite of the programmes realized in support to these groups, not interested to be actively integrated into income generating activities but rather to be supported by the social assistance;*
- ★ *Youngsters are very interested in looking at ‘**models to be followed**’ and give a major role to family support and values – Romania is still a very traditional society where distribution of roles into the family is very classic and we need to provide more education opportunities on the reconciliation between professional and family life;*



Thank you for your attention!

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