

**Revista Romaneasca pentru Educatie
Multidimensionala**

Romanian Journal for Multidimensional Education

ISSN: 2066 – 7329 (print), ISSN: 2067 – 9270
(electronic)

Covered in: Index Copernicus, Ideas RePeC,
EconPapers, Socionet, Ulrich Pro Quest, Cabell, SSRN,
Appreciative Inquiry Commons, Journalseek, Scipio,
EBSCO, CEEOL, ERIH PLUS

**PUBLIC POLICIES OF PROFESSIONAL
INTEGRATION OF YOUNG PEOPLE IN THE EU
AND IN ROMANIA**

Gabriela NEAGU

Revista Romaneasca pentru Educatie Multidimensionala,
2015, Volume 7, Issue 1, June, pp. 25-42

The online version of this article can be found at:

<http://revistaromaneasca.ro>

Published by:

Lumen Publishing House

On behalf of:

Lumen Research Center in Social and Humanistic Sciences

Public Policies of Professional Integration of Young People in the EU and in Romania

Gabriela NEAGU¹

Abstract

At present almost a quarter of the young people in the EU (29.7% of the young people aged 15-29 years) are to be found in the situation of risk of poverty and social exclusion and in Romania, the situation is even more serious: 45.2% of the young people are in this situation. One of the main causes of this situation would be difficult access of young people to a place of employment. The objective we have in the work is to analyze public policies intended for professional integration the young people in some other European countries in order to find out to what extent Romania can be gathered from their experience, may adopt principles, standards which have been proved effective in these countries and which could improve the situation and at national level. The work will be structured in two main parts. In the first part we will make a comparative analysis of the measures applied in some European state, the results obtained and the possibility for their acquisition in another socio-economic context. In the second section we will examine the measures integration young people applied at national level.

Keywords:

public policies, professional integration, labour market, the comparative analysis.

¹ PhD Research Institute for Quality of Life, Bucharest, Romania, gabi.neagu@iccv.ro.

1. Introduction

Professional integration is a complex process which people, in especially the younger, face the most often cope alone. The education system believes, often, that his responsibility to the population stops at school gates. Employers, the main actors in the labour market, are looking for qualified personnel, but rarely are willing to contribute to their professional and personal development. Central and local authorities responsible for the process of professional integration (The Ministry of Labour, employment labour agencies, local directions etc.) have the human and financial resources increasingly reduced, to cope with a growing number of requests from the people living in the difficulty of entering the labour market. In these circumstances it is not surprising that identification of effective measures for professional integration is major interest objective in all EU member states and beyond. Although until now has not been identified that *miracle-solution* to would help all the members of society to undertake a socio-professional predictable path,, with positive results for society and for individuals, tested, implemented numerous models, measures of public policy of professional integration. The results not only vary from one stage to another of socio-economic development, but also from one EU States to another, from one social category to another and from one individual to another.

2. Objectives and data analysis

This paper is structured in two main parts: a part of the work is allocated describing intervention measures/professional integration measures in the EU States and another analysis of the public situation in Romanian professional integration. Presentation the theoretical and methodological framework and the conclusions and recommendations that will result from the analysis that we undertake will complete the article. The objective that we propose is to describe the most likely models of public policies professional integration applied of EU Member States and to understand to what extent Romania can take over some of them, it can improve those already applied to facilitate the professional integration of young people. From a methodological point of view we will use secondary data analysis. This is a research method by which the studies undertaken, are used sources of data previously obtained from other investigations. Such data are reviewed and transposed in a specific

context of new research. To achieve the objective we use the databases of European institutions (Eurostat) and national (INS) and the results of research conducted in recent years in Romania.

3. Theoretical and methodological framework

Concerns about professional integration policies started in the early '70s during the same period in which most companies faced with a large number of young people are in an extended transition between the two systems - the education system and economic system - with a socio-professional status highly uncertain. The '70s and the '90s are characterized by publishing numerous studies and research on professional integration which aims to identify the metrics, border demarcation between the process is carried, the types of professional paths that can follow a person, public policy measures that would facilitate access to employment of population etc. Although about professional integration is said to be still "un objet de recherche en chantier" (Nicole-Dancourt et Roulleau-Berger, 1995 apud Vincens, 1997: 21) the results of the studies conducted so far have helped to identify and adjust the measures that resulted in favorable effects on the individual and society level. Analysis of professional integration policies is part of the wider study of social policy. In general terms, social policies means those activities, actions carried out by the State through its central institutions (ministries, national agencies) and local (city halls, county councils, directions and local agencies etc.) to ensure the welfare of members of society and of society in general. (Preda, 2002: 598) The social policy system is complex: on the one hand includes social policy branch on the other hand is included in the public policies of a country. Complexity of social policies system is also reflected in the difficulty to transfer certain measures from one society to another: positive results obtained in one state may be cancelled or insignificant for another. In this regard, in an article published in the *Revue Économie et Statistique*, witch analyzed the process of professional integration of young labor market entrants in 12 EU Member States, T. Couppie & M. Mansuy (2004) confirms that, "même si certaines tendances communes se font jour, l'intégration professionnelle des jeunes est loin d'être un processus homogène à l'intérieur de l'Union." (Couppie & Mansuy, 2004: 148)

Despite the diversity of the integration process of professional and public policies related to, some researchers, taking into account

common elements have managed to identify criteria which can be grouped Member EU policy on professional integration policies. In most studies that have focused on integration policies of the professional manner in which they would be able to produce favourable results as their adaptation from one society to another with significant positive impact on the population following classifications are commonly used. One of them belongs to P. Ryan (Ryan, 2001 apud Gasquet & Roux, 2006: p. 20) which proposed an ordering of professional integration policies depending on the area in which they operate distinguishing between educational policy that focuses on reducing the distance between educational offer and demand for specialization, qualifications of the labor market; liberalization of the labor market policies in which subsidizes jobs, fixing a minimum wage for juniors so that employers become more flexible in offering jobs for young people; policies supported by central and local institutions focused on active measures (counseling and guidance, training, qualifications etc.) Another classification is that of L. Schroeder (Schroeder 2004 apud Gasquet & Roux, 2006: p. 21) which, according to analysts, reveal differences between EU Member States in terms of level of regulations of the labour market and the relations which exist between education and training system and the economic system.

According to this classification EU Member states (and not only) can be grouped in: countries in which there is a labour market very flexible and a very poor relationship between economic system in terms of qualifications, specializations required and the educational system (offer education and training); countries where there is a regulated labour market coupled with a solid relationship of cooperation between the two systems and countries where the labour market is regulated but not a real working relationship between education and training system and the economic system. For each of the three categories of countries Schroeder propose various intervention measures. For the first group - which included Ireland, Scotland and the US - must focus on training programs agreed between the two systems of society, in the second case - Germany, Netherlands - which requires policies to ensure the accumulation of work experience for young people and for the last category - Sweden, France - is recommended to combine education and training programs with the accumulation of experience. (Schroeder, 2004 apud Gasquet & Roux, 2006: p. 21)

Another classification of states as regards EU integration professional starts from a rethinking policies of the theory of labour market segmentation, and the place of young people in the mechanism. (Garona & Ryan, 1989 apud Issehnane, 2009: p. 10). This way they got to three types of professional integration (Issehnane, 2009: p. 10):

- selective exclusion (France, Sweden) - young people, especially at the beginning of his professional career with employment in the sector of secondary market which means lower salaries, jobs that require a low level of qualification;

- integration regulated (Germany, Denmark) - in the way of organization of labour market young people practically do not enter in competition with other categories of age, and have at their disposal a series of mechanisms to facilitate professional integration in stages;

- regulatory competitive (UK) - the state does not intervene in very little labour market mechanisms, there is a generous offer training and qualification of both public and private; the offer of training is generous and in how to progress (full-time training or part-time), enclosing it with the deployment of professional activities with those of training.

All these professional integration policy models have in common that addresses a certain population group: people who have difficulties to access the labour market. In the last few years, especially with the economic crisis in 2007, it was found that the labour market has become less accessible for all categories of people, however young population (15-29 age category) were the worst affected. At EU-28, in the second half of 2013, the unemployment rate among the population aged 15-24 was 23%. (Eurofound, 2014). Lack of professional experience, associated, in many cases, with a very low level of education and training, are in this age category one extremely vulnerable not only from a professional viewpoint as well as from a social point of view (exclusion from the labour market is teaming up with social exclusion). If we take the profile of young which is often beneficiary of the measures of professional integration of policies that we found it is characterised by a low level of education and training, professional experience has a limited and fragmented, belonging to socio-economic and environmental year disadvantaged family. If, for most of the young people for the integration process is complete the professional level as well as higher education, investigating labour supply, the establishment of direct

contacts or mediated by potential employers, for this category of people to call professional integration represents a policy measures their wave form of debt ridden socio-professional. Many young people falling in to the profile described above, the students get direct beneficiaries of social protection programs. Action employability policies, where young people falling in this profile must cover several areas: education and training, employment, financial support, retraining etc. But whatever professional integration policy measure their aim is to encourage young people to extend the status of beneficiary of support policies, but rather to reduce as much as possible at this stage of their socio-professional path. Greater or smaller number of young people receiving professional integration policy measures, longer or shorter period in which they are beneficiaries of these measures and the degree of success of the action taken, varies from one society to another.

4. Results and discussions

Main characteristics of analysis models of integration policies of existing professional at EU level shows that Romania can be fully integrated model or another. The professional integration policies in Romania is a combination of measures which are to be found in other EU states but which are strongly influenced by specific national context given by the time evolution of system integration policies, socio-demographic characteristics, economic Romanian youth, the socio-economic development of the country etc. In Romania the issue of professional integration manifested since 1990, when economic and political regime change. The necessary measures needed to be taken were those covering from a legal point of view a series of situations which communist regime does not recognized: unemployment, poverty, socio-professional exclusion etc. One of the most important law was the Law on 1/1991 (subsequently frequently amended), concerning social protection of the unemployed and their professional reintegration. The importance of this law is given especially that for the first time in Romania last 50 years acknowledged the existence of a social class - the unemployed - the need to identify and provide solutions for their professional reintegration In addition to completing the legislation was needed the creation of institutions responsible for implementation and monitoring. Thus, in 1999 the National Agency for Employment and Training (ANOFM) which, in less than a year changes not only changes

its name, but also responsibilities: ANOFM becomes oriented institution providing financial resources by the unemployed, an institution providing complex services focused on helping people in socio-professional integration. At least raised the theoretical, dominant in the service package provided by the ANOFM and its subordinated institutions are active measures: information, counselling and career guidance, work mediation, training, professional reorientation, promoting entrepreneurship by providing consultancy services in order to start business, job subsidies etc. Also, through various proposals and adoption of legislative acts (for example, OG 13/2010) was intended to stimulate the creation of new jobs and reduce unemployment through exemptions from social security contributions by employers for employees who come to the unemployed. From 1990 to the present institutions responsible for promoting and implementing the measures of social policy frequently redefined and enlarged frequently the categories of people who can benefit from support measures to access the labour market. If at the beginning of the market economy, as a result of massive layoffs and the unemployed were the main beneficiaries, while were added and other categories of the population considered vulnerable in the labour market (people with low level of education and training, persons over 45 years and who are not integrated into the labor market, people belonging to the Roma minority, women etc.). For each of these categories of beneficiaries was required to diversify and customize the types of intervention measures. Like many EU Member States and socio-economic situation in Romania and occupational young population (age category 14-35 years) drew attention only in the past few years. The first signals were given by statistical data on the demographic situation in Romanian young population (14-35 years) recorded a downward trend in the total population with negative effects on a medium and long term. (National Youth Strategy, 2013). One of the main factors in reducing the number of young people - other than falling birth rate - their migration is the most developed EU countries in terms of socio-economic and which can offer them a job better, more secure and better paid: 80% of the people who left the country they belong to the age category 18-40 years. (National Youth Strategy, 2013) Romania lost through labour migration not only young, but skilled labour force because immigrants are usually people who have at least a medium level of education and training. In the medium and long term, in the absence

of adequate measures, pressure on the social security budget will become even stronger: young people who stay home and not find a suitable job or because he does not meet the needs and level of education and training, either because they lack that level of education and training appropriate to the requirements of the labour market will need financial support and more. According to statistics, Romania is among the countries with the largest amounts allocated from the public budget for social protection: just for the young people who were laid off in 2011 these amounted to 1.54 % of GDP, i.e. 2.1 billion euros while at EU-28, expenditure accounted for 153 billion euros, i.e. 1.2 % of EU GDP. (Eurofound, 2014). Supporting young people only through passive social measures (unemployment benefits, minimum income guaranteed etc.) it not a measure with high level of efficiency nor to beneficiaries, nor for the society as a whole. Reducing the pressure on the social insurance budget especially an increase in income from the public budget may be carried out only by increasing the employment rate among young people through active measures professional integration. Adoption of integration measures, in any field of activity or category of the population to whom you must leave the minimum knowledge of the existing situation.

In the most recent study conducted in Romania and addressed issues of major interest for the entire Romanian society, not just for certain age groups – "Youth in Romania: worries, aspirations, attitudes and lifestyle" carried out by the Center of Urban and Regional Sociology (CURS) Friedrich-Ebert - Stiftung Romania (ESF) (Sandu et al., 2014) in 2014 - analysing the relationship of young people to the labour market led to results that authorities responsible for promoting and implementing measures integration policies should take into account professional. Forms of employment in the category of age 15-29 years are different but not much different from those encountered in the other age categories.

Table 1. Forms of employment young people (15-29 years) depending on the residential environment and historic region (%)

	work standard	work part- time	occasio nally	do not work	other situation
Total	31,4	3,3	6,8	56,4	2,1
U	34,7	4,0	5,1	53,7	2,6
R	27,1	2,3	9,1	60,0	1,4
Moldavia	27,6	3,7	10,7	54,8	3,3
Walachia	29,3	3,5	6,7	59,6	0,9
Transylvania	31,0	3,1	5,8	58,6	1,5
Bucharest	47,4	2,3	3,0	42,1	5,3

Source: *"Young people in Romania: worry, aspirations, attitudes and style of life"*

(2014: 76) (U=urban areas, R= rural areas)

According to these data, more than half of the young people aged 15-29 years do not carry out any economic activity. (Tab. 1) Most of them are still in the education system, however, those who have already entered the labour market reflects obviously certain special features of the Romanian society: preference for standard occupations (occupations on a full-time program), disparities as regards access to the labour market both between the two environments of residence (rural and urban) and between regions of development (a high level of employment in the regions developed from the point of view of socio-economic and lowest in the poor regions). Thus, the distribution of young people according to forms of employment reveals a majority (31,4%) who is employed on a full-time program and a very limited share of those with of part-time occupations (3,3%), young people in rural areas have a rate of lower employment compared to urban youth (a difference of more than 7 percent to the detriment of the rural world), young people in Bucharest and those in the region of Transylvania - regions recognized for their high level of socio-economic development - have the highest employment rate. (Tab. 1) The data of this research carried out in Romania, at the national level, are superimposed on the whole, more than those of EU institutions in the collection and processing statistical data (Eurostat).

Table 2. Employment and unemployment category
of age 16-29 years (%)

2013	The employment rate	The unemployment rate
UE-27	46,1	18,2
Belgium	42,2	7,1
Bulgaria	36,7	21,7
Czech Republic	43,9	12,5
Denmark	60,5	11,2
Germany	58,1	7,0
Estonia	48,3	13,5
Ireland	43,0	21,3
Greece	25,0	48,6
Spain	32,6	41,4
France	44,5(b)	17,7(b)
Croatia	31,2	33,5(b)
Italy	28,2	29,7
Cyprus	39,6	29,8
Latvia	47,9	16,5
Lithuania	40,9	17,2
Luxembourg	35,8	10,4
Hungary	37,5	18,0
Malta	59,3	9,1
Netherlands	70,4(b)	8,8(b)
Austria	64,9(b)	7,2(b)
Poland	42,9	18,9
Portugal	37,6	28,5
Romania	40,8	15,9
Slovenia	43,5	18,3
Slovakia	37,9	24,4
Finland	53,2	14,9
Sweden	55,2	15,8
United Kingdom	58,2(b)	15,2(b)
Norway	61,6	6,8

Source: Eurostat, (b=break in time series)

At EU-27, the highest values of the employment rate among young people are registered in the Nordic countries (Denmark, Norway) and in the UK and in Germany, employment associated with an unemployment rate below the EU-27 average. (Tab. 2). The values of

indicators objective for employment recorded in these states, explain their indication in EU documents as models of "best practices": the employment rate increased associated with a low rate of unemployment among young people. In Romania, Eurostat data, reflect a contrasting situation at first sight: the employment rate among young people in Romania is lower (40,8%) compared with that of the EU-27 level (46,1%) while the unemployment rate is higher in the EU-27 (18,2%) compared to that recorded in Romania - 15,9%. (Tab. 2) The values recorded by these indicators compared to EU-27 Romania can be explained by the peculiarities of all national socio-economic context. Overall, the low rate of unemployment among young people in Romania, compared with young people from other EU states actually hide their employment in informal economic activities. The highest share of young people involved in informal economic activities can be found in rural areas, over 64% of them. (Preoteasa, 2013: 144) This category of young people is a great difficulty for authorities including implementation of policies promoting and professional integration. The National Strategy for Employment in Romania mentions that the population exhibits a low interest for active participation in measures aimed at vocational integration - in 2009 only 3,3% participation rate in Romania from 29,3% in EU-27 average. (National Employment Strategy 2013: p. 22) In general, education and training of these young people is very low. Lack of information and limited financial resources make difficult their access to facilities for professional training or retraining. On the other hand no offer of training courses and qualifications/retraining is not attractive to them, given the fact that the environment in which they live - rural areas, do not have a job offer corresponding to these qualifications. The dominant rural environment are agricultural occupations and institutions providing training come with offers in particular in the area of service. Another problem in implementing a policy of integration is that, these young people are not included in the statistics on the target population (unemployed) institutions responsible for promoting and implementing such measures. In Romania, the relationship between the offer of education and training and the application of skills in the labour market is very low. This not only decreases chances of professional integration of young people, but also discourage their participation in training. Having a job - even when we're talking about a standard occupation - is not equivalent, in the case of

many young people, with obtaining financial independence, socio-professional stability. In Romania shall be recorded at a high level of poverty among young people who are working: 30,7% of the young people aged between 18-24 years who are poor while in the EU-28 the value is 11,2%. (National Strategy for Young People, 2013: p. 16) One of the reasons lies in the type of occupations that are available for young people.

Table 3. Occupational structure of young people (%)*

%	I	II	III	IV	V	VI	VII	VIII
young people working	4,4	12,9	18,9	22,3	2,5	23,0	2,5	2,1
M	6,0	16,5	24,2	17,9	2,5	17,2	2,8	1,8
F	2,5	8,5	10,6	27,5	2,5	30,1	2,1	2,5
U	1,3	9,2	14,2	22,8	2,8	31,0	2,2	2,5
R	9,3	18,5	23,9	21,5	2,0	10,7	2,9	1,5
15-19 Years	6,9	31,0	17,2	20,7	0	0	3,4	0
20-24 Years	5,7	14,8	17,1	28,1	2,9	15,7	1,0	1,0
25-29 Years	3,2	9,6	18,8	18,1	2,5	30,9	3,5	3,2

Source: *"Young people in Romania: worry, aspirations, attitudes and style of life"* (2014: 81) *it is not only about young people who is engaged in an economic activity; M-male; F feminine; U-urban; R-rural; I-farmer; II-laborer; III- skilled worker.; IV- worker in services; V- official secondary education; VI- staff with higher education; VII - small self; VIII- owner; IX- other situation

Overall, we notice that most of the young people regardless of gender, residence, age subcategory pursuits on the base of socio-professional hierarchy and therefore associated with low income, unstable employment, income insecurity etc. (Tab. 3) Just over 20% of young people have self-occupations which require a high level of education and training (23%) and most of them (31%) are in urban areas. Otherwise said, in Romania, we notice that there is a model of professional integration centered on "selective exclusion": young Romanians have access to supply the labour market. Young people's chances in the rural areas and/or those that are farmers or skilled workers to have a socio-occupational mobility ascending - i.e. to get

leadership in the supply of labour from the labour market primary - are reduced.

Table 4. Atypical employment among young people (%)

2013	partial employment	temporary employment	did not find a job with full time
UE-27	23,9	31,5	34,1
Belgium	19,1	20,2	19,7
Bulgaria	3,6	9,7	55,6
Czech Republic	8,1	19,1	18,4
Denmark	51,7	19,7	12,0
Germany	21,4	39,1	14,1
Estonia	12,6	7,7	8,3(u)
Ireland	30,2	22,2	42,0
Greece	13,9	19,8	72,5
Spain	26,5	49,3	68,2
France	18,1(b)	39,2(b)	54,6(bu)
Croatia	3,7(bu)	35,6(b)	33,5
Italy	23,2	39,6	79,6
Cyprus	19,2	18,2	67,6
Latvia	8,6	6,3	25,8
Lithuania	9,8	5,0	24,6(u)
Luxembourg	16,9	22,4	22,3
Hungary	6,4	18,0	56,6
Malta	15,2	13,1	20,0
Netherlands	63,3(b)	43,9(b)	12,8(bu)
Austria	20,2(b)	24,4(b)	14,6(b)
Poland	9,6	50,6	35,4
Portugal	15,8	48,0	56,4
Romania	10,9	3,6	73,7
Slovenia	21,7	48,7	9,8(u)
Slovakia	5,4	13,0	40,4
Finland	27,0	34,3	23,1
Sweden	36,6	41,7	43,7(u)
United Kingdom	29,8(b)	10,9(b)	28,6(u)
Norway	43,8	31,7	:(u)

Source: Eurostat, (b-break in time series; u - low reliability)

One of the ways in which EU Member States are trying to facilitate young people's access to the labour market consists in encouraging atypical labour supply. For the authorities but also for the majority of the atypical employment population represents a valve to reduce not only from the pressure for the labour market, but also on social insurance budget. This type of supply of labour includes all occupations which does not involve a contract and a standard work program. But is important to consider not only the share young people who have an atypical occupation, but also the reasons why I decided to accept the situation. Whether they are constrained by context of socio-economic, or because they have other priorities (family, health status) even when some of the youth have at least a medium level of education have partially occupation contract of employment or a fixed period: at both EU-27, 31% of young performing temporary (in Romania only 3,6%) and 23,9 % activities with contract partially (10,9% of the young people in Romania are in this situation).(Tab. 4) As shown the data research at national level among young people - "Young people in Romania: worries, aspirations, attitudes and lifestyles" - and those of Eurostat lead to the conclusion that atypical employment is rare in Romania. The causes are diverse. As we can see most of the youth accept such an occupation for that they didn't had other offer - preferably a standard type. However, analyses from several European states and not only highlights and other aspects. Some researchers have been concerned in whether this type of employment is a lunch pad for young people to jobs more secure, better paid or rather, it is a trap to insecurity, poverty. (Chauvin, 2010 apud Blasco & Givord, 2010: 76). At the time when the comparison affects labour market in the United States and in the EU is found that American population for this type of occupation rather lead to deprivation while in the EU the situation varies from one country to another. In some European countries, to have such an occupation is a way to gain professional experience, to get familiar with the mechanisms of the labour market, a period of time in which the individual can find out if he is willing to make a career in the current profession or if will change with another. (Chauvin, 2010 apud Blasco & Givord, 2010: 76). In some states, employment of part-time jobs or under a contract for a fixed period is a way to build up professional experience and then to move on to another level of occupational status. In the case Romania, has come to the conclusion that there are many

benefits of this type of measure, however many limitations and drawbacks: career instability due to frequent changes of employment, low job satisfaction, fluctuating income and smaller as compared with those obtained by full employment. (Preoteasa, 2013: 182) Thus, for young people in Romania, having a job part-time or with a fixed-term contract is rather a trap to insecurity than a launch pad to professional success. There is also a category of young people who from various reasons have chosen one of the most disadvantageous socio-professional trajectories: leaving the educational system but also the labor market (NEETs). In the report Eurofound (2014) shows that at EU level this phenomenon has developed: in 2013, 15% of the young people aged between 15-29 years were not in this situation and the professional integration process is proving more difficult in their case. (Eurofound, 2014) Lacking professional experience and adequate school preparation, a coherent and effective support came from the social protection system and disappointed by the labor market situation, many young people are giving up not only to education but also to seek employment. In Romania at the end of the year 2013 data INS showed a total of 262704 persons discouraged to ever find a job of which 52242 belonging to the 15-24 age group and 70663 to the 25-34 age group (INS, databases TEMPO). About going back to the education system of this category of young people, specialized studies claim that the chances are lower. According to Adult Education Survey (AES:2011) at EU level, only 2% of adults who have a low level of Education (ISCED:0-2) participating in formal education and training compared to 12% of the type that have a high level (ISCED:5-6). In Romania, adults with low education participation records 0,2 % the middle level (ISCED 3-4) by 3.5% and those with high level of education (ISCED 5-6) recorded an attendance of 8.4%. Otherwise said, for this category of young people, are identified other measures for the inclusion of them on the market.

6. Conclusions and recommendations

Young people in Romania are facing numerous problems as regarding access to the labour market. Some of these problems are related to their particularities of socio-economic, educational (lack of educational and vocational training, limited access to information, housing in rural areas etc.). Still others relate to structural and institutional factors: poor financing of the active professional integration

policies, weak links between the main actors in the labour market and the promotion and implementing measures which do not take account of the needs of individuals and characteristics of labour market etc. Romania as a country of the EU took over- or because they considered that a particular measure fits our national context, either because they are required by membership but positive effect of many people is limited. This confirms the conclusion and other researchers preoccupied with this concern: "Si une politique de l'emploi en faveur des jeunes est efficace dans un pays, cela ne revient pas à dire qu'elle est efficace dans tous les pays où elle est mise en place. L'efficacité d'une politique doit être mise en relation avec la situation des jeunes dans ce pays, autrement dit le degré de difficultés qu'ils rencontrent dans leur insertion, et le système national d'intégration professionnelle. Analyser un programme public en le retirant de son contexte nationale, c'est l'évacuer de son sens." (Issehnane, 2009: 15). In other words, Romania must identify those occupational integration policies that best fit its context socio-economic and political.

Acknowledgements

This paper is made and published under the aegis of the Research Institute for Quality of Life, Romanian Academy as a part of programme co-funded by the European Union within the Operational Sectorial Programme for Human Resources Development through the project for Pluri and interdisciplinary in doctoral and post-doctoral programmes Project Code: POSDRU/159/1.5/S/141086.

References

- Blasco, S., Givord, P. (2010). Les trajectoires professionnelles en début de vie active: quel impact des contrats temporaires? *Économie et Statistique* 431-432, 73-93. [Online]
http://www.insee.fr/fr/ffc/docs_ffc/es431E.pdf
- Couppié, T., & Mansuy, M. (2004). L'insertion professionnelle des débutants en Europe: des situations contrastées. *Revue Économie et Statistique* 378-379, 147-164. [Online]
http://www.insee.fr/fr/ffc/docs_ffc/es378-379h.pdf
- Gasquet, C., & Roux, V. (2006). Les sept premières années de vie active des jeunes non diplômés: la place des mesures publiques pour l'emploi. *Revue Économie et Statistique* 400, 17-43. [Online]

- http://www.insee.fr/en/ffc/docs_ffc/es400b.pdf
- Issehnane, S. (2009). Les politiques publiques d'insertion professionnelle des jeunes: la France peut-elle s'inspirer des expériences étrangères?. *Revue Interventions économiques. Formation, compétences et organisation du travail* 40(2009), 2-20. [Online]
<http://interventionseconomiques.revues.org/98>
- Preda, M. (2002). Politici sociale. In L. M. Pop (coord.), *Dicționar de Politici Sociale*, (pp. 598-609). București: Expert Publishing.
- Preoteasa, A. M. (2013). Ocuparea atipică între conjunctură și flexibilitate. In Mărginean, I. (coord.), *Profiluri teritoriale ale calității vieții în România* (pp. 139-147). București: Academiei Române Publishing.
- Sandu, D., Stoica, C. A., Umbreș, R. (2014). *Raport Tineri în România: griji, aspirații, atitudini și stil de viață*. Centrul de Sociologie Urbană și Regională – CURS pentru Friedrich-Ebert-Stiftung România (FES) (2014). [online]
http://www.fes.ro/media/2014_news/Raport-FES-Tineri_in_Romania.pdf
- [Vincens, J. \(1997\). L'insertion professionnelle des jeunes. À la recherche d'une définition conventionnelle. *Formation Emploi* 60, octobre-décembre, 21-36. \[Online\] <http://www.cereq.fr/cereq/fe60.pdf>](#)
- Ministerul Tineretului și Sportului (2013). *Strategia Națională în Domeniul Tineretului, 2014-2020*, [Online]
http://www.youthpolicy.org/national/Romania_2014_2020_Draft_Youth_Strategy.pdf
- Ministerul Muncii Familiei Protecției Sociale și Persoanelor vârstnice (2013). *Proiect Strategia Națională pentru Ocuparea Forței de Muncă 2013-2020*, [Online]
http://media.hotnews.ro/media_server1/document-2013-08-26-15448686-0-anexa1-strategie-anexe-xii.pdf
- Eurofound (2014). *Mapping youth transitions in Europe*. Publications Office of the European Union, Luxembourg. [online]
<http://www.eurofound.europa.eu/publications/report/2014/labour-market/mapping-youth-transitions-in-europe>
- Eurostat [online] <http://ec.europa.eu/eurostat/data/database>

[EU Youth Report, 2012, \[online\]](#)

http://ec.europa.eu/youth/library/reports/eu-youth-report-2012_en.pdf

[Adult in formal Education: Policies and Practices in Europe, 2011,](#)

[\[online\]](#)

http://eacea.ec.europa.eu/education/eurydice/thematic_reports_en.php

Law no. 1/1991, Monitorul Oficial al României, Part I, no. 1 from 8 January 1991.

GO 13 from January 29, 2010 for the modification and the supplementing of certain normative acts in the field of justice in order to transpose the Directive 2006/123/CE of the European Parliament and the Council from December 12, 2006 regarding the services in the internal market, Monitorul Oficial, no. 70 from January 30, 2010.

National Institute of Statistics, Statistic Data Bases – TEMPO – online series of time [online]

<https://statistici.insse.ro/shop/index.jsp?page=tempo2&lang=ro&context=20>

Biodata

Gabriela NEAGU, Scientific researcher at the Institute for Research of the Quality of Life in 1998, a PhD in sociology in 2011. Author of numerous articles published in scientific journals (Quality of Life, Romanian Sociology, Mediterranean Journal of Social Sciences, Formazione & Insegnamento-European Journal of Research on Education and Teaching etc.) mainly on access to education. Author of volumes ("Șanse de acces la educație în societatea românească actuală" published by the Lumen Publishing, 2012) and co-author ("Constituirea clasei mijlocii în România", Maria Larionescu, Ioan Mărginean, Gabriela Neagu, Economic Publishing, 2007).