Cross Border Project
INTERREG V A
Romania-Bulgaria:

"Development of the joint labor market and labor mobility in the construction field from the cross-border area Romania-Bulgaria"

Project code 16.4.2.076, ROBG-151

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CONTENT

ASSESSMENTS

This project was not possible without the involvement of the project leader: Romanian Association for Electronic and Software Industry - Oltenia Branch (ARIES - Oltenia Branch) and the partners: Association Construct Cluster Oltenia (ACCO), Vidin Chamber of Commerce and Industry (VDCCI) and "National Center for Information Service" Association - Pleven (NCIS).

The work is part of the INTERREG VA Romania-Bulgaria cross-border project: "Development of the joint labor market and labor mobility in the construction field from the cross-border area Romania-Bulgaria", project code 16.4.2.076, ROBG-151., whose main objective is to increase employment and improve the economic situation in the cross-border region Romania-Bulgaria through initiatives that activates the labor mobility in the region.

Moreover, by reaching the main objective, it shall be made the connection with another project implemented by the project leader, that aimed at supporting the economic development of Romania in the cross-border area by capitalizing on the existing competitive advantages in the agro-food sector and in the construction field by updating the portal created with the results of this study, which shall lead to a detailed picture of the real situation in the cross-border labor market.

The project considers:
- the achievement of a case study among employers active in the construction field both in Romania, in Dolj, Olt and Mehedinti counties, as well as in Bulgaria, in Pleven and Vratsa, Vidin and Montana districts regarding their real qualification needs, as a result of which certified qualification courses shall be organized for the first three qualifications, which shall lead to a higher degree of employment of the labor force.
- the elaboration of a trilingual dictionary: Romanian-English-Bulgarian, which shall contain specific terms from the construction field for a transparent communication and without linguistic barriers between employers and employees.
- the organization of internships and exchanges of experience which shall increase the chances of employment among young people within the companies where they perform the internship program
- the organization of joint job fairs with beneficial effects for employers and for the workforce interested in occupying a position in the construction field
- the establishment of an Information Center in order to provide information to the Romanian and Bulgarian population seeking for a job in the construction field in the cross-border area.

Through all its activities, the project shall influence the growth of labor mobility by proposing concrete initiatives for both labor force and for employers from the construction field in the cross-border area Romania-Bulgaria.

CHAPTER I – CONSOLIDATED CONCLUSIONS

In this chapter the consolidated conclusions of the cross-border project INTERREG VA Romania-Bulgaria shall be presented:"Development of the joint labor market and labor mobility in the construction field from the cross-border area Romania-Bulgaria", project code 16.4.2.076, ROBG-151 resulted from the study presented by the three partners in the project: Romanian Association for Electronic and Software Industry - Oltenia Branch (ARIES - Oltenia Branch). Vidin Chamber of Commerce and Industry (VDCCI) and "National Center for Information Service" Association - Pleven (NCIS).

The project brings to the forefront the problem faced by the Romania-Bulgaria cross-border area in the construction field: the difficulty in meeting the employment needs of employers in the construction field, which in the meantime generated a shortage of qualified workforce within the companies operating in the field of construction.

In order to solve this real problem affecting the construction field, the project proposes a series of activities aimed at developing a common labor market in the Romania-Bulgaria cross-border area, as well as increasing investments in human capital so as to counteract the negative effects of the deficiency of labour force.

All three partners had as activity in the implementation of the project the execution of a study on the research of qualification needs from the construction field in the project area, namely: the Romanian Association for Electronic and Software Industry - Oltenia Branch (ARIES - Oltenia Branch) has developed the study in Romania in: Dolj, Olt and Mehedinţi counties. Vidin Chamber of Commerce and Industry (VDCCI) accomplished the study in Bulgaria in Vidin and Montana counties, and the "National Center for Information Service" Association - Pleven (NCIS) made the study on the territory of Pleven and Vratsa districts

The common purpose of the studies is to describe the actual and real situation that defines the labor market in the construction field, to present the current and future problems faced by the construction field, analyzed from the perspective of the two actors governing the labor market relations: demand and supply, ie: the employers operating in the construction field and the labor force or human resources available and interested in occupying a job in the construction field.

Thus, employers in the construction field have been consulted on the evolution of the labor market, the problems faced by the construction market, the situations encountered in the recruitment process, the existing qualification needs within each company, and the labour force available and interested in occupying a job in the construction field was analyzed in terms of the relationship desired to be developed at work with the employer and the work team, the wage expectations, the interest in professional development , as well as in building a long-term career through professional training and specialization within the workplace.

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Analyzing the answers received in the studies, it shall be highlighted whether there is a correlation or a gap in terms of the qualification needs of employers in the field of construction and the needs and expectations of the labor force available and interested in employment in the construction field and there shall be organized certified qualification courses for the first three qualifications required by employers, which will lead to a higher degree of employment and to the control of the shortage of qualified labor force that affects the construction field.

Aspects from the employers working in the construction field in the areas of project implementation, which emerged from the analysis of the conclusions received:

- the main problem faced by employers in the construction field is staff shortage - a generalized phenomenon affecting the activity of the companies and the economy of the country, making them difficult to find qualified staff.
- the vast majority of employers in the construction field declared that they currently have vacant posts, encountering difficulties in the staff recruitment process.
- employers in the construction field face the problem of labor migration
- the construction field is characterized by an imbalance between the demand for qualification and the skills training offered by the education system and those available on the labor market
- employers seek for solutions to solve the problem of poor general and professional training of recruited staff, which does not have the specialization needed in the field in which they operate
- employers are willing to invest in their employees by organizing training courses to prepare them to meet the company's requirements and become effective at work
- employers are willing to develop training programs to study state-of-the-art technology for the construction industry, applying innovation to the workplace
- employers show willingness and interest in participating in job fairs
- employers are aware that in order to attract new qualified staff and maintain the existing one, they need to rethink the level of wages and working conditions so that the sector becomes more attractive to young people.
- employers take into consideration the addressability to new target groups: young people aged 16-24 and long-term unemployed without qualifications (especially over 50 years).

Employer recommendations:

- adjustment of the curriculum by including a sufficient number of hours for practical training
- partnership for organizing internship programs
- development and implementation of internship programs to enable persons who seeking for a job or for new qualifications to acquire knowledge and skills in the profession
- encouragement of "dual learning" and development of effective cooperation forms between local education institutions and companies.

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Aspects about the human resource, resulting from the analysis of the conclusions received from the areas of project implementation:

- he/she noticed that the labor market is becoming increasingly demanding on the skills required from employees and the only way to remain competitive in a competitive economy is to invest in his/her education and training
- he/she has expectations regarding the employer's involvement in his / her professional development by offering opportunities for promotion within the company
- he/she is interested in providing training opportunities that he/she can afford: training near the place where he/she lives, subsidized training (from the state, European Union programs or employers).

Depending on the answers received from the employers, it was accomplished the ranking of the first three qualifications at the level of the areas covered by the project, for which certified qualification courses shall be organized. These are:

Partner	Romanian Association for Electronic and Software Industry - Oltenia Branch (ARIES - Oltenia Branch)	Vidin Chamber of Commerce and Industry (VDCCI)	"National Center for Information Service" Association - Pleven (NCIS)
Location	Romania: Dolj, Olt and Mehedinți counties	Bulgaria: Vidin and Montana counties	Bulgaria: Pleven and Vratsa districts
Qualifications	Machine operator–computer numerical control tools– RCO (Romanian Classification of Occupations) Code: 722323	Civil engineers	Formwork specialist - code: 71232004
	Universal Carpenter - RCO (Romanian Classification of Occupations) Code: 752201	Construction technicians	Faience and terracotta fitter; tiler cathegory 3, 4, 5, 6 and 7
	Fitter for walls and gypsum - board ceilings – RCO (Romanian Classification of Occupations) Code: 712406	Technical managers (Site Supervisor)	Splicing specialist - code: 71332004

CHAPTER II – THE CONCLUSIONS OF THE STUDY INTRODUCED BY "NATIONAL CENTER FOR INFORMATION SERVICE" ASSOCIATION - PLEVEN

The purpose of the study performed for "National Center for Information Service" Association - Pleven is to establish the state of the labor market in the construction field on the territory of the Pleven and Vratsa districts, taking into account employers in the construction field and job seekers from the same sector.

The collection, analysis and synthesis of the information on different aspects of the labor market was carried out by the National Institute of Statistics, the Employment Agency, the Ministry of Labor and Social Policy, the Bulgarian Chamber of Commerce and the Bulgarian Chamber of Economy and as study methods surveys, data summaries and analysis of the obtained data were used.

The analysis of employers in the construction field in Pleven and Vratsa districts highlighted the following aspects:

- in many economic fields, including the construction field, there is an imbalance between demand for qualification and skills training by employers and staff provided by the education system and those available on the labor market
- employers face difficulties in finding highly qualified workers, existing demand for low-skilled workers in repair and finishing works, masonry and formwork. These activities are usually performed by people without education, without qualifications, often without experience. The fluctuation in these positions is high due to the low salary on the one hand and the failure to perform the assigned tasks on the other. Qualification is acquired at the workplace, which leads to an adequate payment of the qualitative construction activities
- employers mostly use on-line platforms to search for candidates such as jobs.bg and zaplata.bg. Many of them use the services of the Employment Agency and the Labor Offices as subdivisions of this agency in municipalities.
- employers face the migration problem of people working in the construction field. Thus, every spring a large number of both qualified and unqualified people go abroad. In autumn, Bulgarian workers return from the northern countries, work in Bulgaria, as long as the weather conditions permit and leave again.
The issue of migration is seen as having no solution, at least in the coming years.
- professional courses are organized on a permanent basis, but people who want to work in the construction field are missing.

- employers in the construction field are confronted with the *gray sector* problem, which is seen as having no solution, at least in the coming years.
- wages are rising in construction, according to statistics. Indeed, the salaries of senior management and specialists are increasing, but the general increase in wages is determined by the fact that low-skilled and low-wage workers are mainly fired.

Depending on the number of vacant posts published in Vratsa and Pleven districts for the recruitment of staff in the construction field and taking into account the purpose of the project to develop a common labor market in the cross-border area and increase investment in human capital so that to counteract the negative effects of the labor shortage, there are highlighted the most wanted three occupations for which second or third degree vocational training courses shall be organized:

- formwork specialist - code: 71232004
- faience and terracotta fitter; tiler cathegory 3, 4, 5, 6 and 7
- splicing specialist - code: 71332004

In conclusion, the main factors limiting the activity of construction companies are:
- the uncertain economic environment that includes the influence of all internal and external factors. Last year's economy has experienced moderate growth due to consumption, and the risks consist of political uncertainty and lack of staff, as well as the low level of foreign investment. In 2017, however, it is noticed a kind of rebirth due to EU funds and low credit prices.
- Lack of workforce, including the qualified workforce in about 30% of construction companies - Some companies have delays due to lack of workforce. The problem will be hard to solve in the next few years, given that there is no workforce.
- competition in the guild – it continues the practice of the construction market in which small, unregistered companies operate, which lack qualified staff and technological capabilities, and cannot meet the high quality requirements and disrupt the construction market.
- financial problems - the number of customers registering delays in making payments increases, there is also a delay in payments from European funds. This has a direct impact on the activity of entrepreneurs and indirectly on construction companies.
- sales prices in construction - remain each year at the same level, although the cost of construction output increases. The difference is assumed by the low profit of construction companies.

The analysis of labor market in the construction field in Pleven and Vratsa districts highlighted the following aspects:

- about half of the people in both administrative districts are secondary education persons. Serious is the fact that the other half has a general education, being called "without necessary qualification".

- unemployment among young persons is twice as high as unemployment among middle-aged people. In addition, young people receive lower wages as compared to middle-aged people in the workforce.
- the problem of unemployed young persons is mainly due to the fact that the demand of staff with a certain qualification and education does not correspond to the one offered by young people.
- another problem is represented the young people, who neither work nor study, and many young people up to the age of 24 remain unemployed for a long period of time.

This raises the need to increase investment in human capital, especially for young people. Thus, the conditions and perspectives for sustainable and long-term growth shall be created; in order to combine professional mobility with the flexibility and security of employment among young people; to facilitate the transition from training to work. This is necessary to compensate for the lack of experience and skills among young people, which makes it harder for them to enter the labor market.

In recent years. there has been a serious imbalance between demand and supply in the construction field, both in terms of quantity and quality:

- in terms of quantity, during the investigation period, the number of advertisements through on-line job search and employment platforms was reduced. This is most likely due to the fact that during the autumn-winter season outdoor activities almost cease. At the beginning of each calendar year, until spring, the situation is radically different, the lack of qualified and low-skilled workers is tangible.
- in terms of quality of employment, the situation is even more serious because there are no skilled workers, and the development and construction technologies require higher qualifications. Organizing training courses has little effect, because few people want to follow them.

In order to achieve sustainable development of human resources in the construction field, what the sector definitely needs, there are required actions and measures specialized to attract new staff qualified to be integrated into work teams and be kept as long as possible within the company.

2.1. SWOT analysis of the construction field in Pleven and Vratsa districts

Strengths:	**Weaknesses:**
- on the target territory there is a bridge and two ferryboat connections linking Bulgaria and Romania; - Stable demographics of construction companies:	- low share of foreign investment; - negative demographic trends; - lack of highly qualified personnel for construction:

- construction is a local economic activity that guarantees a stable level of employment; - the availability of vocational schools for the training of specialists in the construction field; - supporting vocational schools through European and national programs and projects; - the availability of new technologies in the field of construction, lifting and transport equipment and road building techniques, their diagnosis and repair; - the presence of CFPs, which provide training for the profession of Constructor; - the strategic importance of the construction field in the economy;	- lack of interest among young people for employment in the construction field; - an aging workforce; - a significant part of small and medium-sized companies; - low investment in research and development and new technologies; - reducing the social and economic status of workers in the field; - the insecure form of jobs in the construction field; - the public procurement leader is generally the lowest cost criterion that makes it difficult for businesses to invest in new technologies and materials; - fragmentation of the field;
Options: - absorption of money from European funds; - staff employment within the Human Resources Department Operational Programs; - organization of third degree vocational training courses; - cross-border labor mobility; - increasing the effectiveness of cooperation between vocational education and business environment; - rehabilitation of obsolete buildings as an important measure for reducing energy consumption; - improving transport infrastructure; - the multiplier effect of employment in the construction field.	**Threats:** - low economic activity of the population; - poor adaptability of the workforce; - leak of qualified young specialists; - insufficient flow of public investment and private funding; - late payments from public and private customers; - the influence of corruption and economic circles on public procurement, essential for major infrastructure projects.

CHAPTER III – THE CONCLUSIONS OF THE STUDY INTRODUCED BY THE CHAMBER OF COMMERCE AND INDUSTRY VIDIN (VDCCI)

The current study of qualification needs in the construction field in Vidin and Montana districts pursues three specific objectives:

- a description of the current state of education and vocational training aiming at qualification needs in the construction field and establishing the basic requirements for mandatory competencies in specific construction fields in Vidin and Montana counties;
- identifying, analyzing and assessing the current needs of specific skills that represent the greatest need of employers in the construction industry;
- the objective assessment of future qualification needs, which must be based on an analysis of existing education and vocational training in order to meet the future demands of the construction field.

The study covers the following target groups: employers and jobseekers in the construction field in Vidin and Montana counties and is based on the following methodology:

- data survey and collection of information from public available sources, such as the National Institute of Statistics, the Bulgarian Chamber of Construction, the Employment Agency, the Ministry of Education and Science, the National Agency for Education and Vocational Training;
- accomplishment of two surveys on the territory of the two counties: for employers and for job seekers in construction for whom questionnaires were developed, a sample of respondents was selected and the results were analyzed.

The purpose of the study for the Vidin Chamber of Commerce and Industry is to:

- make recommendations as to the skills specific to the qualification needs of the employers operating in the construction field;
- to develop follow-up measures and qualification and re-qualification programs for construction staff from both counties.

The analysis of employers in the construction field in Vidin and Montana counties highlighted the following aspects:

- the first half of 2017 shows that there are positive trends in the construction industry (both in construction and civil engineering) and an increase in the number of new building permits issued;
- the main engine of the construction field in both counties (as well as at a country level) are the European funding projects;
- in Vidin and Montana counties the unemployment rate is high, as for Vidin county, the unemployment rate remains the highest in the country;
- the main problem faced by employers in the construction field is precisely the lack of qualified staff, making it difficult for them to find skilled workers and construction specialists;

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- all employers (except for one company) declared that they currently have vacant posts, having difficulties in staff recruitment;

- creating new jobs and keeping existing jobs have to pass through new qualification programs, but also a rethinking of the process of searching for human resources and the ways in which they are attracted and retained by employers;

- employers face the issue of migration, because on the free European market, Bulgarian employers compete with other European employers, and better-prepared employees choose to work in other European countries where better wage and working conditions are offered.

Based on the survey, employers in the construction field have identified the most wanted three specializations for which vocational training courses shall be organized in order to obtain qualified staff:

- Civil engineers,
- Construction technicians
- Technical managers (Site Supervisor)

Following the analysis of the information received, the following *main conclusions* are noticed regarding the possibilities for improving the vocational training:

- increasing the opportunities for on-the-job training in both counties, using the already built technical capacity. These possibilities are now very limited. At the same time, training for a profession or part of a profession is a lengthy process that involves significant costs;
- the preferred forms of training remain vocational training centers and internal training programs. None of the employers mentioned online training courses as a mean of enhancing the competence of their employees that they would be willing to use;
- encourage "dual learning" and develop effective forms of cooperation between local education institutions and companies;
- develop training programs to study the latest technology for industry and the region, providing a competitive advantage both for learners and their employers; employers striving to apply innovation to the workplace.
- actions to attract other target groups to vocational training, such as, mainly, "men with experience in construction";
- supporting employers and job seekers by providing additional information on accessible funding of qualification programmes.

On the basis of the information studied and the conclusions noticed. the following *main recommendations* are expressed:
- employers must actively take advantage of the strategic situation of the region, both in terms of achieving forms of cross-border cooperation and of providing qualified staff;
- employers need to allocate resources for the introduction of new technologies and innovations in their activities, thus remaining competitive, focusing on the effect of construction on the environment and on sustainable development;

- staff should also be trained in innovation - develop and provide specialized training in field of information technology in construction, innovative construction techniques and technologies, environmental requirements, recycling, etc .;
- in order to attract new qualified staff and maintain the existing one, the level of wages and working conditions should be rethought so that the sector becomes more attractive to young people;
- addressability of employers to a new target group: long-term unemployed persons without qualifications (especially over 50 years)
- creating partnerships between local businesses and local education institutions to overcome the problems of lack of skilled workers and professionals: dual training system, development and implementation of internship programs to allow jobseekers or new qualifications to acquire knowledge and skills in the profession;
- employers must actively use all incentives for economic and social support in the Northwest Development Region with community and national funding, funding for projects to create new jobs, improving working conditions, qualification and retraining of the unemployed persons, the use of key competences.

The analysis of the labor force in Vidin and Montana counties highlighted the following aspects:

- there are few specialized schools in the two counties that teach professional profiles and only two which train staff for the construction field. Most schools have a general profile and do not offer specialized training so that people entering the labor market are educated but do not have a specialized professional qualification.

- there is an alarming trend for the long-term unemployed persons (the unemployment rate in Vidin is one of the highest in Bulgaria).

- another important factor affecting the labor market is the qualification of the unemployed persons - more than half of the unemployed persons in the two counties do not have qualifications.

- youth unemployment rate in both counties is close to that of the country rate - about 13%.

In order to achieve a sustainable development of human resources in the construction field, which the sector certainly needs, it is necessary that:

- both sides to understand that skills, knowledge and professional qualifications for a particular profession are key factors in finding a job in the construction field

- qualification and re-qualification programs should take this fact into account;

- both employers and jobseekers to understand and know that efforts should be made to raise the knowledge and skills of construction staff and to invest in further training of human capital.

- providing training opportunities that the unemployed persons can afford; training near the place where they live, subsidized training (from the state, EU programs or employers).

- the labor market situation shall soon change and employers will have to switch to new target groups: young and elderly employees, women, long-term unemployed persons without any qualifications, but they need to undergo training real and effective to become competent and efficient employees.

- Establishment of contact channels and information exchange between employers and job seekers in the field of construction.

3.1. SWOT analysis of the construction field in Vidin and Montana districts

Strengths	**Weaknesses**
- Strategic geographic location; -Opportunities for cross-border cooperation; -Traditions in construction and local capacities developed; -The available capacity to provide training in this sector at local level; - Local construction employers have experience in public procurement and manage to make effective use of public funding; -Engineers in the sector are ready for innovation and change to improve the competitiveness of local construction companies; - The relatively low workforce cost at a good educational level of the overall workforce.	- The need for additional investments in equipment, software, innovation in this sector; - Relatively low technological level; - Low qualification level of workers / lack of staff; - Limited opportunities for obtaining a professional qualification in the field of "on-site" construction in both areas; - Jobseekers consider that salary levels and working conditions are not satisfactory; - There is no broad innovation in this sector to boost the competitiveness of local companies.
Opportunities	**Threats**
-According to the National Territorial	

Development Concept of Bulgaria for the period 2013-2025, Vidin is designated as the city center at the second level and Montana in the third level because its economic and social development is also supported by an intended financing -The Northwest Development Region benefits from major simplified or priority investment opportunities in operational programs as well as in programs financed at national level; - Creation of jobs, especially in rural development areas; -Creation of partnerships between construction employers and educational institutions for better staff training (dual learning, internship programs, etc.); -Use of the possibilities to finance projects in order to increase the qualification of employees and unemployed persons in the construction field, as well as the possibilities of creating jobs with the support of the state.	- Unfavorable demographic trends; -Low standard of living; -High unemployment rate, long-term unemployment, unemployment among young people under 29; - Relatively high rate of unemployed persons without specialty and profession; - The sector is very dependent on public funding and any political instability adversely affects its development; -Competition with employers in the EU; - Strong pressure at European level on the recycling of construction waste.

STUDY on: "Research of qualification needs within the construction field in the project area: Dolj, Olt and Mehedinti counties in Romania

CHAPTER IV – INTRODUCTION

4.1. Structure of the study

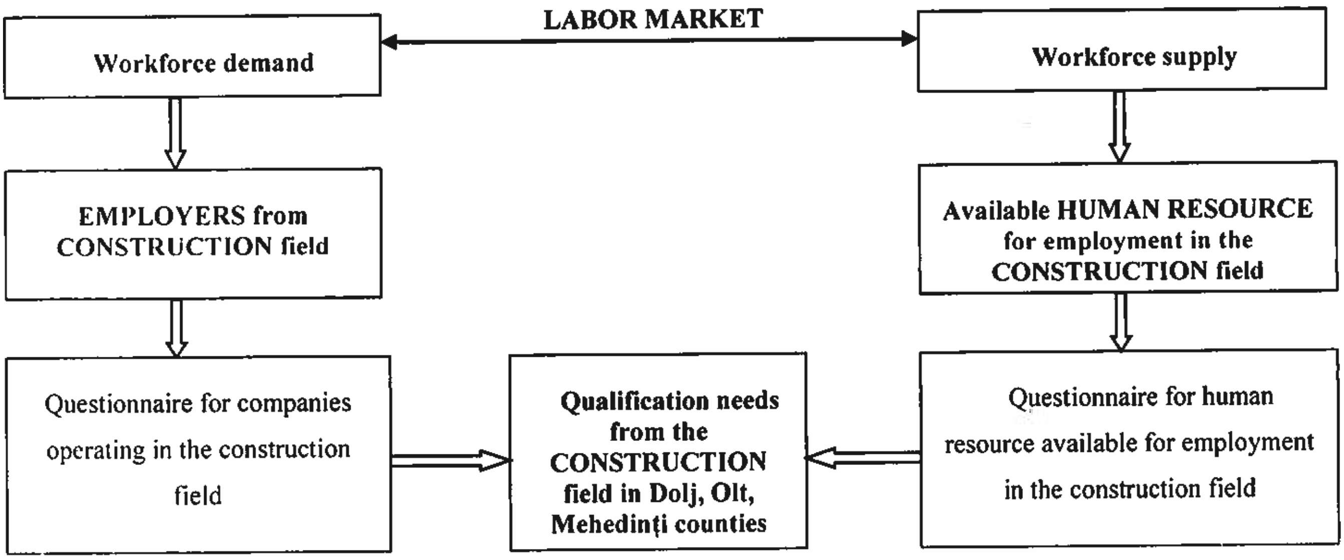
The study is developed within the theoretical framework of two concepts defining the labor market: workforce demand and workforce supply. These two concepts represent the theoretical framework of the study, which focuses on exploring the way in which the demand for workforce represented by employers who have a real need for employment at a given moment in the economy and in a certain economic sector with the supply of the workforce, represented by the work that the members of the company may claim in wage conditions. It is provided by the labor resources available on the market.

Demand depends on the pace of economic growth, the level and dynamics of labor productivity, the structure of production and economic and social activities. This is expressed by the number of jobs (University of Economic Sciences and Public Administration).

Workforce supply, in fact the labor resources of a country represent the total working-age population and fit for work population. The labor resources of a country depend on a number of demographic factors such as birth rate, mortality, average life expectancy, living conditions.

In light of the theoretical framework, the labor market is shaped as an expression of the relationship between demand and supply. Thus, the labor market can be defined as a "meeting place, in space and time, in total and structure, of workforce demand with workforce supply". Ignat, Pohoaţă, Luţac, Pascariu (2002: 255).

Structure of the study is presented through the following graphical scheme:



As it may be noticed from the graphic, the study develops into two main chapters: Employers and the Human Resource, finally resulting the qualification needs from the construction field.

- The chapter "Employers" is analyzed in terms of workforce demand.
- The chapter "Human Resources" is analyzed in terms of available workforce supply available and interested in occupying a job.
- The relationship between "Employers" and "Human Resources" is illustrated by the labor market and is developed within the theoretical framework of the study.
- Qualification needs in the construction field are determined using questionnaires with questions addressed to both the construction field employers and the human resource available and interested in occupying a job in the construction field.

4.2. Purpose of study

The necessity of the study started from the reality of the labor market: the labor crisis, which faces all sectors of the Romanian economy, especially the construction field.

The purpose of the questionnaire is to identify the degree of matching of the employers' qualification needs in the construction field in Dolj, Olt and Mehedinti counties with the expectations and the professional training of the workforce available and interested in occupying a job in the construction field in order to increase the performance of companies active in this sector, on the one hand, and, on the other hand, the increase of insertion into the labor market of young graduates.

On the basis of the degree of correlation, the result of the research will provide recommendations for increasing the attractiveness of the construction field for the labor resource, especially for young jobseekers, so as to counter the real problem of labor shortage with which this sector is confronted.

Moreover, the questionnaire will highlight the first three qualification needs identified in construction firms surveyed and certified qualification courses will be organized so that there is a stronger correlation between workforce demands and workforce supply expectations in the construction field.

4.3. Definition of the research hypothesis

In respect of the theoretical part, which focuses on the main aspects of workforce supply and demand, a case study has been developed to transpose the theory into practice.

As the theory presents the main labor market connections between workforce demand and supply, the case study has been designed to determine the skills needs of employers in the construction field and the labor resources available in the labor market to fill a job work in the construction field.

Therefore, the hypothesis investigated by the case study is: **to what extent the employment and qualification needs of employers in the construction field in Dolj, Olt and Mehedinti counties correspond to the employment needs and expectations of the workforce available and interested in occupying a job in the construction field in the same counties?**

In order to respond to the research hypothesis, the analysis focused on two main directions:

- the analysis of construction employers in the counties of Dolj, Olt, Mehedinti regarding their actual need for employment expressed in terms of the number of vacant posts available in the companies and the qualifications required for carrying out in good conditions the activity, the type of employee and the qualities that the employers look for in the recruitment process, organizing qualification and specialization courses, satisfaction with the level of training of their employees and with the knowledge they gain in the education system, availability for organizing internships and for participating in fairs job, availability in terms of hiring foreign personnel or interest in engaging in dual learning programs. The focus is on the requests and needs of the workforce demand.
- analysis of the human resources available and interested in occupying a job in the construction field in the counties of Dolj, Olt and Mehedinti. Emphasis is placed on labor supply requirements in terms of their expectations of how to work, wage levels, other benefits expected from the employer, interest in qualification courses and specialization in various qualifications, or availability for relocation to another city.

By correlating the results of the two main categories of respondents, the answer to the research hypothesis shall be obtained.

4.4. Research Methodologies

There are two research methods, namely qualitative and quantitative methods.

The qualitative method is based on the analysis of the content of labor market information: materials and data published by the competent bodies: the National Institute of Statistics, the National Prognosis Commission, the National Trade Register Office, the Territorial Labor Inspectorates, the National Agency for Employment , demographic data of specialized institutions, records of the Ministry of Labor and Social Justice, information from education.

For the quantitative method, questionnaires were drawn up, based mainly on the real needs, the expectations and requests of the supply and demand of workforce.

Respondents to the questionnaires are the two main categories of actors that determine relationships and govern relationships in the paid labor market: employers and the labor resource.

Therefore, it can be argued that for the purpose of this study a mixed method approach based on a combination of quantitative and qualitative methodologies was used.

The reason for choosing a mixed method by the researcher for this study is that both methods were used to analyze distinct elements of the study: employers and work resource in the construction field in the counties of Dolj, Olt and Mehedinţi, offering results that present a picture general on correlating the real needs of employers with the expectations and needs of the labor resource.

Quantitative methodology has as a starting point a hypothesis about a particular phenomenon, the collection of real world data, and then analyzing data to support or reject the hypothesis. Jennings (2001: 22)

In this case, the quantitative methodology was based on data analysis and the collection of information resulting from the answers to the questionnaires from both the employers and the construction work resource in the Dolj, Olt and Mehedinti counties. The way the data was collected in the questionnaire was by self-completion, because the participants in the case study responded online by completing the questionnaire.

According to Sarantakos (1998: 139), "a sample is a selection of subjects or units of the total population." The samples were randomly chosen, which means that each subject could have equal chances to be included in the sample.

Thus, out of the total population of Dolj, Olt and Mehedinţi counties of 1,288,435 inhabitants, according to the 2011 census (Dolj county: 618,335 inhabitants, representing 2.7% of the population of the country, the population of Olt county: 415,530 inhabitants and Mehedinţi county population 254,570 inhabitants) and out of the total number of unemployed persons registered as of 31.12.2016 in the three counties in the number of 36.018, a sample of 400 persons from the three counties was selected and responses from 210 persons who intend to occupy a job in the construction field were received.

Out of the total number of professionals operating in the counties of Dolj, Olt and Mehedinti in the amount of 62,965, out of which 36,803 legal persons, according to data published by the National Trade Register Office, a sample of 250 legal entities with main activity in the construction field and activity related to the construction field was selected and responses from 103 companies were received.

By comparing and juxtaposing the results obtained by the two methods, the correlation or the gap between the qualification needs of the construction companies and the human resource available and interested in occupaying a job in this sector has been analyzed, so that an advantageous situation arises both for employers and for the human resource.

CHAPTER V – CHARACTERISTICS OF THE LABOR MARKET IN ROMANIA

5.1. Unemployment - a phenomenon of the labor market

After 1991 - the year when in Romania the Law no. 1 was promulgated regarding the social protection of the unemployed persons and their reintegration - *unemployment has become the main form of labor market imbalance.* (Ungureanu 2005: 46)

Unemployment appears to be a labor market imbalance at national level as a meeting point between global demand and supply. (Ungureanu 2005: 46)

Unemployment is considered a natural phenomenon, a mechanism for the reallocation of labor resources according to the volume and structure of labor demand, which is constantly accompanying the economic and social development process of each country.

Within the normal range of about 3-4% and relatively short duration, unemployment can play a positive role both globally and individually, in the sense of stimulating labor factor flexibility, increasing labor productivity, shaping appropriate behavior for increasing work quality, stimulating education and improving the discipline of work, according to the opinion of specialists. (Ionescu 2009: 45)

In contrast, high rates of unemployment cause major economic losses and are perceived as a social danger. In this case, unemployment leads to loss in the economy, degradation of individual qualification and professional development, loss of income and social status, discouragement and demotivation, reducing the standard of living of people and families affected by unemployment.

In Romania, as in other European countries, unemployment is measured using two indicators: registered unemployment and unemployment in terms of ILO (the International Labor Office). Between the estimates obtained using the two indicators there are differences due to the calculation methodology. Thus, not all unemployed persons registered with the Employment and Vocational Training Agencies fulfill the conditions of the ILO and not all ILO unemployed persons do not fulfill the conditions imposed by the law to enroll in employment agencies.

ILO unemployed people are 15 years old and over persons, who meet the following conditions simultaneously:

- do not have a job and do not work for income;
- are looking for a job using different methods to find it: enrollment in Employment and Vocational Training Agencies or private placement agencies, publication of advertisements.

Registered unemployed persons are 18-year-olds or over, fit for work, who cannot be employed due to lack of available jobs (Law No. 1/1991 republished in 1994 and supplemented by the Government Ordinance No. 47/1997) and who have enrolled in employment and training agencies.

Important aspects which characterize the unemployment phenomenon:

Unemployment affects differently the various categories of working-class population.

Over time and with the development of certain sectors of the economy and the restructuring of other sectors of the economy, especially industrial ones, we witness a major change in the most affected population. Thus, *from the point of view of the gender structure*, unemployment started to increase in the male population compared to the registered primary trend, when the most affected category was the female population.

Secondly, *from the point of view of the structure of unemployment by age groups*, the most difficult situation is encountered at young people. Young unemployment, to the extent that it is reduced, is considered to be the most important result of any country's policy, irrespective of the level of economic development. The young unemployed person is considered to be a person who meets the general conditions known to be unemployed and is aged 15-24 years old. Anyone aged over 25 is considered an unemployed adult person.

The main causes of this phenomenon lie in the field of investment, job creation, inadequate vocational training in vocational schools and universities with the actual needs and requirements of various economic agents.

Another important aspect in the study of unemployment is the *duration or the period of unemployment* from the moment of the job loss, i.e. the completion of the studies until the resumption of the activity, or until the first job, for those who have not worked. This is also a criterion for classifying unemployment, short-term and long-term unemployment.

Short-term unemployment is generally considered to be unemployment among young people who have difficulty adapting to working conditions due to lack of experience, for subjective reasons, or lack of satisfactory qualifications.

Unemployment is considered more chronical and severe if it is longer. Long-term unemployment means any situation in which unemployment has exceeded one year, a year and a half. Long-term unemployment is the one that includes older people in particular, who have typically lost their jobs and retraining, adapting with difficulty to a new job.

Another criterion of unemployment is the differentiation of the unemployed person according to the *educational status*. It is noticed that the largest and most vulnerable categories of the population in unemployment are those with low levels of training; than those with higher education, who are the least affected, with the risk that they will work in areas other than those for which they have been specialized. This is of course also the ease of those with higher education to retrain and then specialize in fields other than those for which they were initially trained.

It is also important the analysis of *territorial unemployment*. The unequal involutions in the economy of the counties and the country's big economic areas were also reflected in the territorial behavior of unemployment. Its unequal distribution in the national territory makes from the vacancy of the labor factor one of the most tense problems affecting the economy of the country.

In addition to country-specific national causes, unemployment also has external causes, out of which the most important is the *internationalization of the labor market*, strongly marked by labor migration phenomenon, which shall be presented in the next chapter of the study.

5.2. Labor Force Migration

Migration as a phenomenon consists of moving people from one territorial area to another, followed by a change of residence and a form of activity in the destination territory (Jula, Ecological University of Bucharest, 2012).

Regarding the phenomenon of a given population, we are talking mainly about the demographic factor and the two forms of migration: immigration (the ensemble of inputs) and emigration (the ensemble of exits). In fact, any migratory act is at the same time an immigration and an emigration (Cojocaru, 2006: 50-72).

Regarding the national territory, the distinction is made in accordance with the type of migration, namely, internal migration and external migration (or international).

The study focuses on external migration and circulatory migration in recent years in Romania as a life strategy because individuals who choose to migrate to other territorial spaces are moving for a determined period of time after which they can decide to return to their place of residence. Often, it is extremely difficult to determine whether it is a temporary or definitive migratory act and in this sense it is necessary to analyze the migrations after a period of time and only afterwards the migration in question can be considered as definitive.

The phenomenon of external migration must be analyzed also from the perspective of the economic aspects that underlie the motivations of those who opt for the external migration variant as a temporary or definitive life strategy. Most migrants initially have well-defined goals and these are often of a financial nature, caused by the lack of a stable job in the country of origin or a low quality of life at both individual and family level.

Favorable factors of the development of external migration are mainly: the strengthening of the cultural component of globalization, the reduction of international transport costs, the creation of large urban agglomerations, the role of technology that offers the possibility of relativizing distance and especially the emergence of new portable work tools, connectivity of people in time and space much easier. (Constantin, Vasile, Preda, Nicolescu Luminiţa, 2004, 34-44).

In recent years, the phenomenon of migration is characterized by:

- increasing the highly skilled workforce (as a result of increased expansion and technological development requiring a highly skilled workforce);

- increased temporary migration (due to high demand for labor in agriculture, construction, domestic services);
- the feminisation of migration, by increasing the share of women among migrants who choose external migration as an alternative to life.

The phenomenon of foreign migration in Romania must be seen in close connection with the level of socio-economic development of the country. The current interest in the issue of migration is due to the economic and social transformations of the phenomenon. It is an aspect of concern that those who are more likely to leave abroad today are younger, more educated and above average.

If by 2007 we were dealing with a low-skilled labor migration, today, due to the conditions on the labor market in the country, Romania is experiencing a decrease in the number of specialists due to their emigration, which is a significant loss for the country's economy.

In-depth knowledge of the characteristics and labor market developments is of particular importance to the contemporary economies facing a crisis in the labor market and with significant structural changes in the labor market.

5.3. Labor mobility

In recent years, the economies of European countries and the Romanian economy have been affected by profound changes. In this context, employers, in the desire to remain competitive, have an obligation to adapt to new organizational technologies and methods. At the same time, the human resource must also adapt to these changes by permanently acquiring new skills needed to use new technologies. One of the phenomenon developed to respond to these challenges is labor mobility. (Blaga, 2008: 56).

Depending on the typology, the phenomenon of mobility can be defined in terms of:

Territorial (geographical) mobility, also known as migration, is a process of adapting the labor force at the demand of the market on which it operates. This can be done either in the form of a change of residence, proximity to the workplace (migration), or by keeping the residence and moving to the workplace (commuting). (Sandu, 2000: 5-52).

Professional mobility, which is largely determined by technical and technological progress, the development of the recent period leads to an increase of this form of mobility, expressing the ability of people to simultaneously or alternatively exercise a wide area of lucrative activities, under conditions of economic efficiency.

Most researchers believe that professional mobility must be fully understood by including all job changes or other situations of the active population:
- changes in occupation by switching from one company to another;
- changes in economic activity;
- transfers from one occupation to another, from one socio-professional category to another, including advances or promotions (Sandu, 2000: 5-29).

High mobility leads to increased opportunities for workers to find a job and employers to find people with an appropriate level of knowledge and skills, thus impeling employment and growth.

5.4. Unemployment evolution within European context

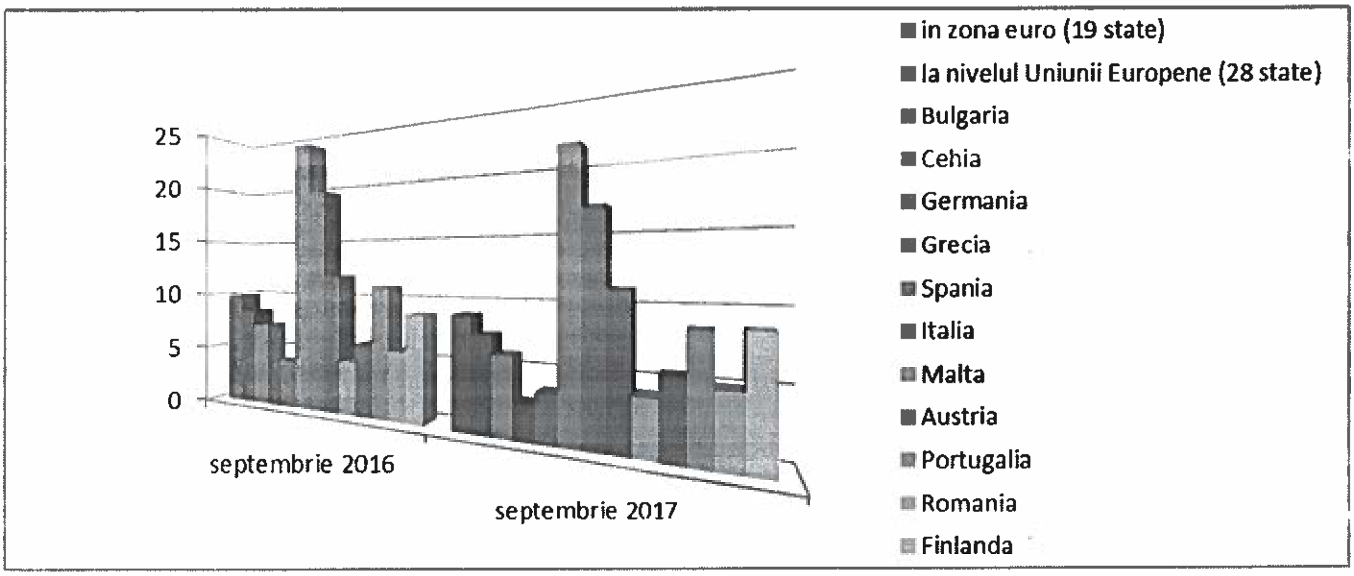
According to data published by the European Statistical Office (Eurostat) in Bulletin no. 166 of October 31st, 2017, the unemployment rate in the European Union remained stable at 7.5% in September compared with the previous month, and decreasing from 8.4% in comparison with the same period in 2016. This is the lowest level since November 2008.

In the euro area, the unemployment rate fell to 8.9% in September 2017 as compared to August, when it was reported 9% and the same period in 2016, when the percentage was 9.9% - being the lowest level since January 2009.

Eurostat estimates that in the euro area around 14.51 million people (out of the total population estimated at 330 million) were unemployed in September, with 1.46 million less than in the same period in 2016.

Among the Member States, in September 2017, the highest unemployment rates were recorded in Greece (21% in July 2017) and Spain (16.7%). On the opposite side, the countries with the lowest unemployment rates are the Czech Republic (2.7%), Germany (3.6%) and Malta (4.1%).

Figure 1. Chart on the evolution of the unemployment rate in the main Member States, own design, based on data published by the European Statistical Office, October 2017



25	***- in the Euro area (19 states)***
20	***- at European Union level (28 states)***
15	***- Bulgaria***
10	***- Czech Republic***
5	***- Germany***
0	***- Greece***
	- Spain
	- Italy
September 2016	***- Malta***
	- Austria
September 2017	***- Portugal***
	- Romania
	- Finland

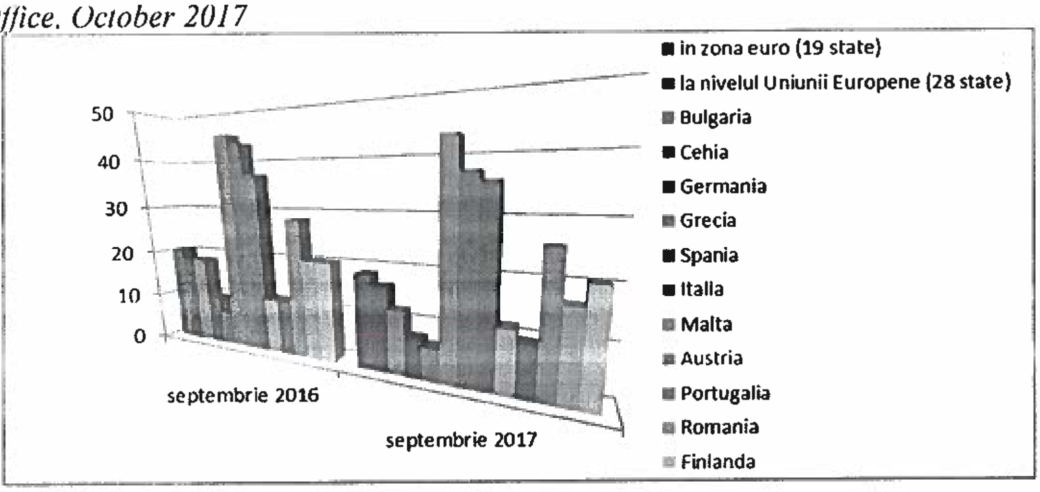
In September 2017, 3.73 million young people under 25 years old were not employees, out of which 2.65 million were in the Euro area. Specifically, in September 2017 the youth unemployment rate was 16.6% among the Member States and 18.7% in the euro area, compared with 18.3% and 20.4% in the same period of the previous year.

The country with the lowest unemployment rate among young people is Germany (6.4%), followed by the Czech Republic (7.5%) and among the countries with the highest unemployment rate is Greece (42.8% in July 2017), Spain (37.2%) and Italy (35.7%).

Compared with September 2016, the unemployment rate declined in all EU Member States except Finland where it remained stable at 8.7% and Lithuania, where it rose from 7.6% to 7.7% %.

The most significant declines were recorded in Cyprus (from 13% to 10.3%), Spain (from 19.1% to 16.7%) and Greece (from 23.4% to 21% between July 2016 and July 2017).

Figure 2. Chart on the evolution of the unemployment rate among young people under 25 in the main Member States, own design based on data published by the European Statistical Office, October 2017



SANDU ALINA-DANA
INTERPRET-TRADUCĂTOR Limba ENGLEZĂ
AUTORIZAT MINISTERUL JUSTIȚIEI
Aut. nr. 24783/2010

Interreg V-A România-Bulgaria
Project code: 16.4.2.076
e-MS code: ROBG-151
FLC request no. 3A
Requested amount ....

50	***- in the Euro area (19 states)***
40	***- at European Union level (28 states)***
30	***- Bulgaria***
20	***- Czech Republic***
10	***- Germany***
0	***- Greece***
	- Spain
	- Italy
September 2016	***- Malta***
	- Austria
September 2017	***- Portugal***
	- Romania
	- Finland

Romania recorded one of the lowest unemployment rates in September 2017, below the EU average of 5%, compared to 5.7% in September 2016.

As far as the *youth unemployment rate* is concerned, Romania announced a 16.8% rate in June 2017, decreasing from September 2016, when an unemployment rate among young people was reported at 20.3%.

The report also shows the *distribution of unemployment by gender*: in terms of male employment in the Member States, the unemployment rate in September 2017 is 7.3%, decreasing from 8.2% in September 2016.

In the euro area, the unemployment rate among the male population reaches 8.6%, decreasing by one percentage point from the same period last year.

Romania reported an unemployment rate of 6% among the male population, below the average reported by the 28 EU Member States and decreasing compared to the same period last year when it registered a rate of 6.4%.

As for the female unemployment rate, it registered a 3.7% share in September 2017, decreasing from September 2016 (4.8%).

In Romania, unemployment affects more the male population, this trend manifesting in most Member States.

Technological development implies changes in the type of qualifications required by employers and stresses the need to adapt education systems to new trends. Against this background, a major concern at global level relates to the effects of technological change, innovation and digitization on employment.

5.5. Labor Market in Romania

The developments in the Romanian labor market continued in 2016 as well, in order to reduce the unemployment rate. At the aggregate level, the employment rate narrowed marginally, reaching 418.2 thousand unemployed persons by the end of 2016, decreasing by 4.30% over the previous year, while the ILO unemployment rate declined to 5.9% to 6.8% in

2015, according to the data presented by the National Commission for Prognosis in the Main Macroeconomic Indicators Projection 2017-2021, published in September 2017.

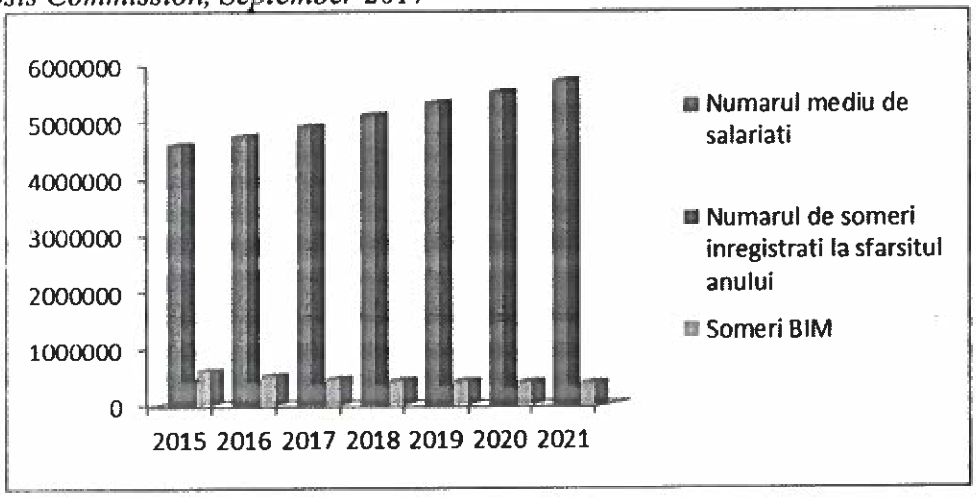
Thus. the number of employees increased by 3.21% at the end of 2016 compared to 2015 and continues the same growth rate, together with the advance of the gross average salary in the economy, whose growth was 9.94% in 2016 compared to the previous year, for the year 2017, an increase of 13.45% is expected, according to the figures presented in the following table:

Figure 3. Table on the average number of employees, unemployed persons, ILO unemployed persons, gross average wage. Source: National Forecast Commission, September 2017

	2015	2016	2017	2018	2019	2020	2021
Average number of employees: - Thousands of people -%	4.611,4 2,3	4.759,4 3,2	4.926 3,5	5.133 4,2	5.335 3,9	5.530 3,7	5.725 3,5
Number of unemployed persons registered at the end of the year - Thousands of people -The unemployment rate at the end of the year	436,2 4,90	418,2 4,77	387 4,3	359 4,0	341 3,7	312 3,4	325 3,5
ILO unemployed persons - Thousands of people - ILO unemployment rate	623,9 6,8	529,9 5,9	480 5,3	455 5,0	440 4,8	425 4,6	410 4,5
Gross average wage - Lei / month -%	2.555 9,8	2.809 9,9	3.187 13,5	3.480 9,2	3.769 8,3	4.048 7,4	4.339 7,2

From the reported data and the National Prognosis Commission appraisal, it is noticed the decrease of the number of unemployed persons registered in Romania by 9.64% in 2015 compared to 2014, by 4.30% in 2016 compared to 2015 and by about 8% at the end of this year compared to the previous year.

Figure 4. Chart on the evolution of the average number of employees, unemployed persons, ILO unemployed persons, own design based on the data published by the National Prognosis Commission, September 2017



6000000 — ***- Average number of employees***
5000000
4000000 — ***- Number of unemployed persons registered at the end of the year***
3000000
2000000
1000000 — ***- ILO unemployed persons***

0 ***2015 2016 2017 2018 2019 2020 2021***

According to the latest data published by the National Bank of Romania in the Report on Inflation of November 2017, between April and July 2017, the number of employees in the economy continued to increase, reaching 4.83 million people - the highest historical level.

Analyzing the data published by the National Employment Agency at the country level, the following data on the *distribution of unemployment by gender* and the level of professional training of the unemployed persons were recorded according to the following table:

Figure 5. Table on the number of unemployed persons, distribution of unemployed persons by gender and by level of training. Source: National Agency for Employment, September 2017

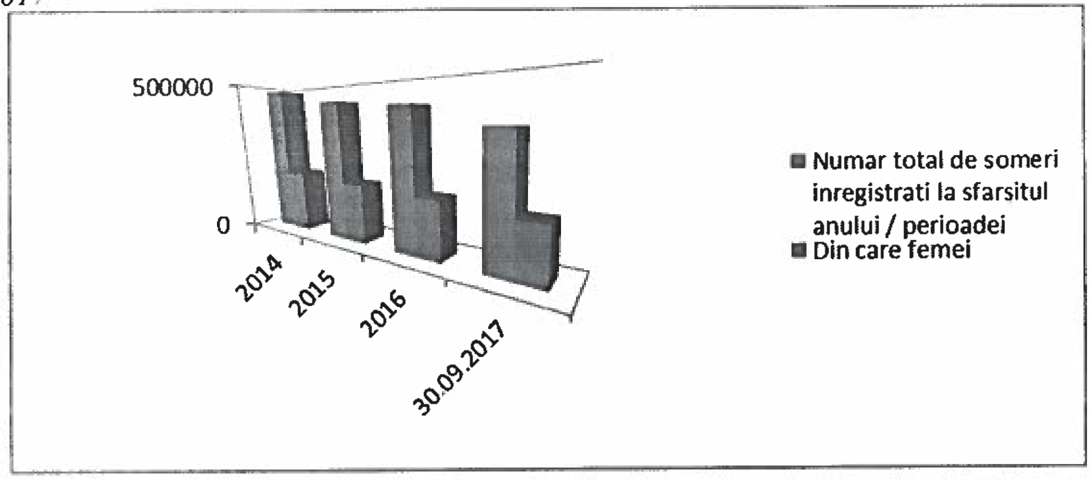
Number of persons

Year / Period	**2014**	**2015**	**2016**	**30.09.2017**
Total number of unemployed persons registered at the end of the year	478.338	436.242	418.237	362.060
Out of which women	199.885	184.738	173.182	153.625
By level of training:				
- with primary, gymnasium, professional education	357.372	335.542	333.069	283.133
- with high school and post-high school education	92.050	78.641	67.884	62.576
- with high-education studies	28.916	22.059	17.284	16.351
Total unemployment rate *	5,29%	4,90%	4,77%	4,14%
Female unemployment rate	4,73%	4,45%	4,29%	3,88%

* It is determined by reporting the total number of unemployed persons to the civil active population on January 1st of each year, published by the National Institute of Statistics

Within unemployed population registered with the National Agency for Employment, the share of the female population is below 50%, as follows: 41,78% (2014), 42,34% (2015), 41,40% (2016) and 42, 43% on September 30, 2017.

Figure 6. Chart on the share of the female population within the unemployed population, own design based on the data published by the National Agency for Employment, September 2017



500000 ***-Total number of unemployed persons registered at the end of the year / period***

0 ***- Out of which women***

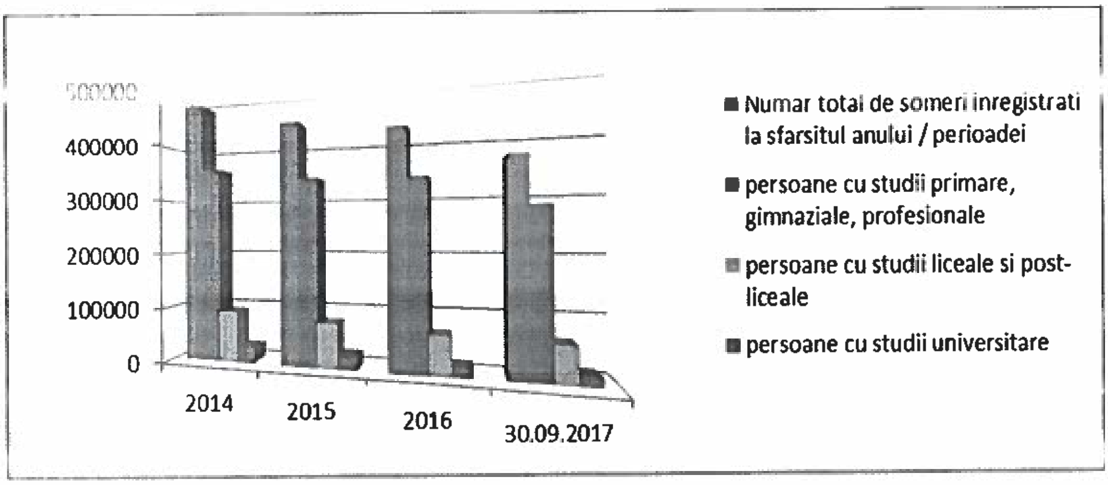
2014 2015 2016 September 30th, 2017

According to the level of training of the unemployed population, the highest share is represented by persons with primary, secondary, vocational education whose share in total of unemployed persons was 74.71% (2014), 76.92% (2015), 79.64 % (2016) and 78.20% on September 30th, 2017, which has a tendency to increase due to the fact that this category of people, in terms of their training, responds more difficult to the new demands of the labor market, being the most affected by the phenomenon of unemployment.

Persons with high school and post-secondary education hold a relatively constant share among the unemployed persons: 19.24% (2014), 18.03% (2015), 16.23% (2016) and 17.28% on September 30th, 2017 - with a decreasing trend.

Persons with high-education studies, thanks to their training, face the challenges of the labor market more easily, being able to adapt to its requirements and easily find a new job. Their share in total of unemployed persons is as follows: 6,05% (2014), 5,05% (2015), 4,13% (2016) and 4,52% on 30 September 2017.

Figure 7. Chart on the share of the unemployed population by level of training, own design, based on data published by the National Agency for Employment, September 2017



500000 ***-Total number of unemployed persons registered at the end of the year / period***

400000 ***- Persons with primary, secondary, vocational education***

- Persons with high school and post-secondary education

300000 ***- Persons with high-education studies***

200000

100000

0

2014 2015 2016 September 30th, 2017

From the point of view of the demographic distribution, by development regions in Romania, the unemployment situation is presented in the following form:

Figure 8. Table on the situation of the unemployed population in terms of demographic distribution, own design, based on the data published by the National Agency for Employment, September 2017

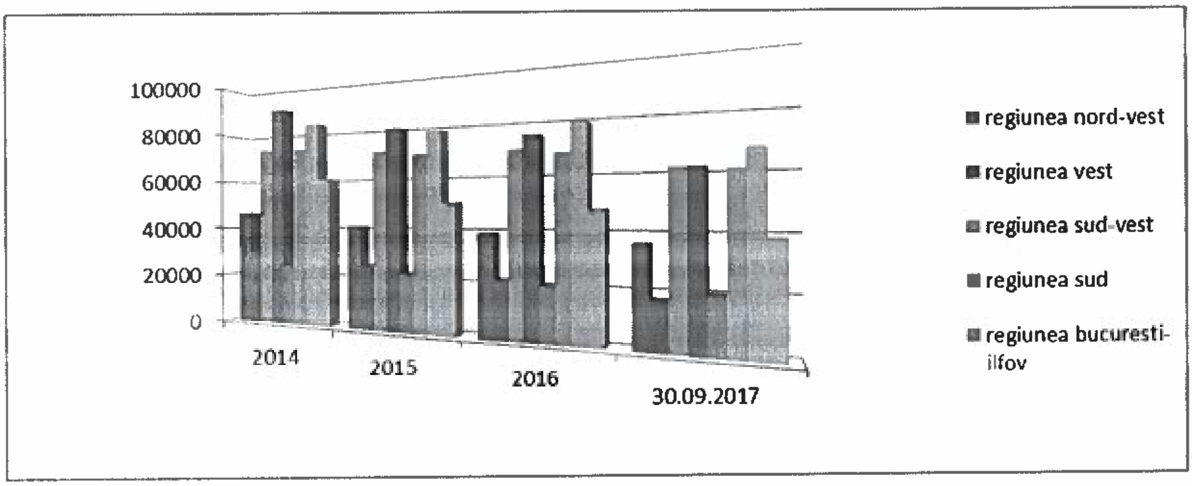
Region / Years	**2014**	**2015**	**2016**	**30.09.2017**
northwestern region	46.201	41.046	38.963	35.789
western region	29.248	25.642	22.083	17.517
southwestern region	72.839	70.352	69.048	61.291
southern region	89.831	79.267	74.177	61.410
Bucharest-Ilfov region	24.296	23.021	20.581	20.035
southeastern region	72.714	68.896	67.573	60.578

northeastern region	82.958	77.786	78.073	67.318
center region	60.251	50.232	47.739	38.122
TOTAL	**478.338**	**436.242**	**418.237**	**362.060**

The analysis of the South-Western Oltenia region under discussion in this study shows that the share of regional unemployment in the total country was 15.23% (2014), 16.13% (2015), 16.51% (2016) and 16.93% at the end of the third quarter of the current year - with a slight increase every year from just one percentage point.

In dynamics, reported to the previous year, the situation shows a 3.54% decrease in 2015 compared to 2014, from 1.89% in 2016 in comparison to 2015, but the South-Western Oltenia region retains the same position in the ranking: the third region at country level in terms of the number of unemployed persons, after the southern region and the northeastern region

Figure 9. Chart on the situation of the unemployed population in terms of demographic distribution, own design, based on the data published by the National Agency for Employment, September 2017



100000

80000

60000

40000

20000

0

2014 2015 2016 September 30th, 2017

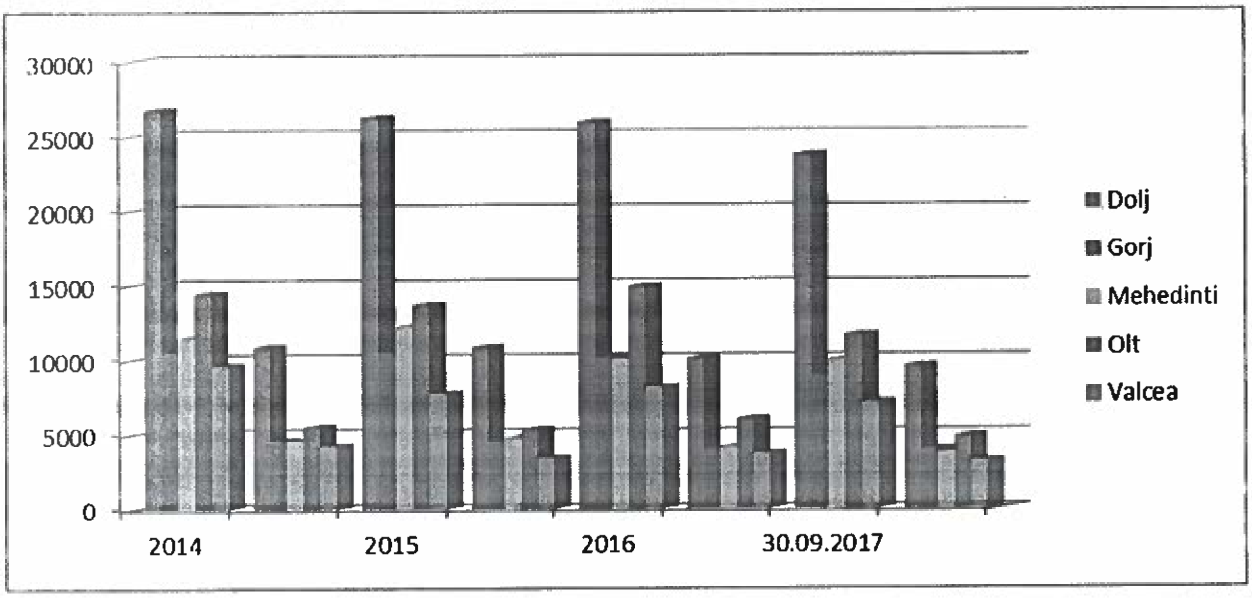
- Northwestern region
- Western region
- Southwestern region
- Southern region
- Bucharest-Ilfov region

Within the South-Western Oltenia region, *the distribution of the unemployed persons in the main counties* is presented in the following form:

Figure 10. Table on the situation of the unemployed persons in the three counties studied by gender and by level of training, own design, based on the data published by the National Agency for Employment, September 2017

Year	2014		2015		2016		30.09.2017	
County	Total number of unemployed persons	Out of which women	Total number of unemployed persons	Out of which women	Total number of unemployed persons	Out of which women	Total number of unemployed persons	Out of which women
Dolj	**26.755**	**10.843**	**26.172**	**10.824**	**25.869**	**10.071**	**23.681**	**9.533**
- people with primary, secondary, vocational education	21.887	8.359	21.429	8.245	23.021	8.501	20.698	8.012
- people with high school and vocational school education	3.708	1.768	3.836	2.004	2.250	1.218	2.469	1.214
-persons with high-education studies	1.160	716	907	575	598	352	514	307
Mehedinți	**11.464**	**4.582**	**12.219**	**4.745**	**10.034**	**4.139**	**9.949**	**3.749**
- people with primary, secondary, vocational education	9.119	3.417	9.175	3.381	7.948	3.217	7.546	2.771
- people with high school and vocational school education	1.969	926	2.546	1.109	1.790	808	2.259	858
-persons with high-education studies	376	239	498	255	296	114	144	120
Olt	**14.435**	**5.514**	**13.695**	**5.332**	**14.897**	**6.010**	**11.659**	**4.831**
- people with primary, secondary, vocational education	12.135	4.341	10.648	3.856	12.111	4.885	9.285	3.887
- people with high school and vocational school education	1.557	719	2.700	1.260	2.387	896	2.068	788
-persons with high-education studies	743	454	347	216	399	229	306	156
TOTAL in the region, including Gorj and Valcea counties, which are not part of the study	**72.839**	**29.769**	**70.352**	**28.825**	**69.048**	**27.943**	**61.291**	**25.269**

Figure 11. Chart on the unemployed persons in the three counties studied, own design, based on the data published by the National Agency for Employment, September 2017



30000 — ***- Dolj***
- Gorj
25000 — ***- Mehedinti***
- Olt
20000 — ***- Valcea***

15000

10000

5000

0 ***2014 2015 2016 September 30th, 2017***

Most unemployed persons are registered at the level of Dolj County, followed by Olt and Mehedinţi counties. The share of the female population in total unemployed persons is about 40% in Dolj County, 39% in Mehedinţi County, 38% in Olt County, confirming the trend registered at the country level and at the European level according to which the male persons are more affected by the unemployment.

From the point of view of the level of professional training, the category most affected by unemployment is represented by people with primary, secondary, vocational education, with over 80% weight, which brings to the forefront the measure of counteracting this phenomenon affects the economy as a whole - vocational training through specialization / qualification /

requalification courses as concrete ways to increase the chances of this category of people to adapt to the requirements of the labor market in continuous development and change.

5.6. Professional training - concrete measures proposed in this respect

Vocational training needs to be tackled both in the short and medium term as well as in the long term, and it is an important lever for labor factor flexibility in the context of the labor market.

Under current conditions, companies have more than one form of training and refinement:

- to stimulate staff to attend training courses outside the company, in groups, in other educational institutions in parallel with the conduct of the current work program;
- the participation of staff in training courses for a period of time;
- organizing training courses within the company;
- requesting support from National Employment Agencies to prepare unemployed people for employment in companies. (Mathis, Nica, Rusu, 1997: 124).

Periodically, it is necessary to assess the human resources and the attestation of knowledge and skills by specialized bodies in order to increase the employees' performance. At company level, it is necessary to set up a company strategy of maintenance and development, in which the work factor and its efficient use will certainly occupy a central place.

The characteristics and the magnitude of the vocational training activity are very differentiated in the territorial level in relation to the economic and social conditions and the concrete workforce at the level of each region, area, county.

Non-correlations between workforce demand and supply come from the initial vocational education system of human resources, from the introduction of contemporary technological progress that accelerates and accentuates labor factor mobility processes (Mircea A: 24).

The government plays an essential role in determining the structure of the education system, and the role of employers is to ensure vocational training after completing formal education or concomitantly with it.

At our country level, we want to implement several measures whose priority is to harmonize the education and training necessities that the economic environment needs so that the absorption in the labor market is done on the principle of "the right man in the right place ".

Specifically, at the governmental level, several measures have been taken to counter the concerning phenomenon of the labor shortage to which Romania is facing. Out of these, with impact on the construction field there are:

National Program for the Promotion of Dual Education - an alternative to the concerning phenomenon of foreign labor migration at the national level, that Romania faces an aging workforce and, moreover, domestic migration within the country .

Thus, starting with September 1st 2016, the Chamber of Commerce and Industry of Romania will have the role of facilitator between the education system and the economic agents and aims to become an independent entity to carry out the evaluation on different stages of human resource training.

Dual-type vocational education presents a number of advantages that lead to greater available and prepared workforce absorption to a degree that meets employers' requirements. In particular, partnerships between economic agents and schools will be carried out, the organization of dual-level vocational education being made at the request of the economic agents that determine the duration, the content of the training programs and the ways of certification of the vocational training.

In this way, students receive professional training that responds to the real needs of employers, significantly increasing the chances of obtaining a job.

Internship programs for young people aged 16 years old in order to improve their integration into the labor market by facilitating the accumulation of knowledge, experience and skills that can be later exploited by employers.

The Government of Romania elaborated in June 2017 the draft bill for the regulation of the ways of implementing the internship program, with benefits for both involved parties, namely:

- for young people: the period during which the activity is carried out, on the basis of the internship contract shall be considered work experience and the internship allowance will be at least equal to 50% of the gross minimum wage in the country.
- for employers: they will receive a promotion bonus equivalent to 1,000 EUR per employee if they conclude an employment contract within 60 days from completion of their internship and maintain employment relationships for an uninterrupted period of at least 2 years.

Mediation agencies between the daily demand and supply of work

The Government of Romania approved on October 18th, 2017 the establishment of these structures, which shall be accredited by the National Agency for Employment through the county employment agencies, which facilitate the connection of the work beneficiaries to the daily workers, in respect of employment relationships establishment.

The normative act also provides for an increase in the period during which the employees can carry out activities for the same beneficiary, from 90 days to a maximum of 180 days aggregated during one calendar year.

Taking into account that the day-to-day work involves the carrying out of unqualified occasional activities for a legal person beneficiary, the application of the new provisions in the law shall have an impact on the increase of the employment on the labor market of persons in the population category who do not have a professional qualification or has a poor school education.

Romania is currently experiencing a labor shortage, and these measures aim to ensure coherent and unitary normative frameworks to facilitate access to employment in the labor market for young graduates, high school or vocational schools graduates, and persons performing seasonal, sporadic or accidental activities in order to increase their absorption into the labor market.

CHAPTER VI – THE EMPLOYERS

6.1. Economic environment in Romania - statistics

According to the International Monetary Fund (*World Economic Outlook*, April 2017), the perspectives for 2017 show a global economic recovery revival to 3.5%, but also a high degree of uncertainty associated with developments in the following periods.

On the internal macroeconomic level, the economic growth registered in 2016 was mainly supported by consumption stimulus policies, which strengthened its role as the main factor of the economic advance. For the year 2017, this trend is expected to continue as new measures are announced to stimulate domestic consumption and raise public sector wages.

In 2016, Romania's economy registered one of the highest economic growth in the European Union, namely 4.8%, an increase of 23.08% compared to 2015 (compared with an average of 1.9% in the Member States), a growth rate of 5.6% is projected for 2017, according to data provided by the National Commission for Prognosis in the Preliminary Autumn Forecast 2017 on the Projection of the Main Macroeconomic Indicators 2017-2020.

The National Prognosis Commission estimates a positive medium-term economic growth with real GDP growth rates as compared to the previous year, which continues the trend of positive economic development.

Figure 12. Table on the contribution to real GDP growth by sectors of activity. Source: National Forecast Commission, September 2017

percent

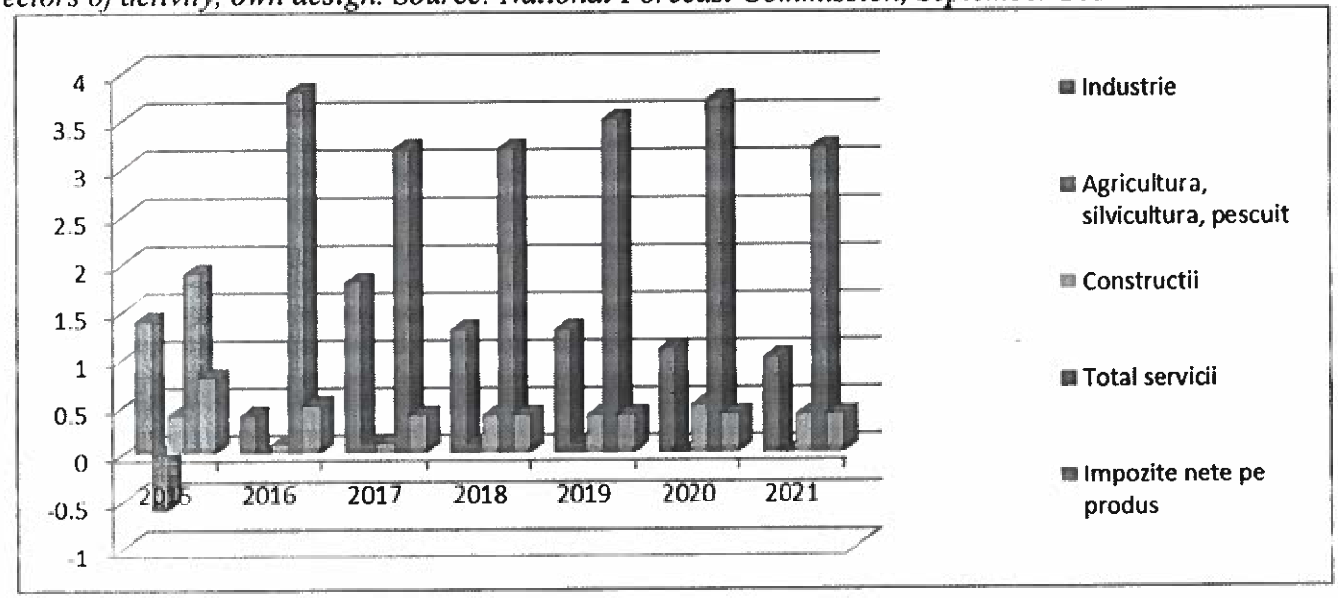
Sectors of activity	2015	2016	2017	2018	2019	2020	2021
Industry	1,4	0,4	1,8	1,3	1,3	1,1	1,0
Agriculture, forestry, fishing	-0,6	0,0	0,1	0,1	0,1	0,0	0,0
Construction	0,4	0,1	0,1	0,4	0,4	0,5	0,4
Total services	1,9	3,8	3,2	3,2	3,5	3,7	3,2
Net taxes on product	0,8	0,5	0,4	0,4	0,4	0,4	0,4
Gross Domestic Product	3,9	4,8	5,6	5,5	5,7	5,7	5,0

Note: Eventual inconsistencies in summation are due to rounding

The largest share of real GDP growth is provided by services whose share doubled in 2016 compared to the previous year and will remain the sector with the largest contribution in the coming years as well.

The construction field, and in particular the engineering construction field, is strongly influenced by the dynamics and volume of state investments that have declined vertiginously in both 2016 and 2017. A revival of this sector is expected from 2018, with the share of the sector predicted to reach the value of 2015 between 2018 and 2021, according to the presented appraisals.

Figure 13. Chart on the contribution to the real growth of gross domestic product by sectors of activity, own design. Source: National Forecast Commission, September 2017



***4
3.5
3
2.5
2
1.5
1
0.5
0
-0.5
-1***

***- Industry
- Agriculture, Forestry and Fishing
- Constructions
- Total Services
- Net taxes per product***

2015 2016 2017 2018 2019 2020 2021

The main factor of economic growth is domestic consumption, at the expense of investment and the contribution of the external balance. Thus, the consumption contribution to economic growth was set at 5.2% of GDP, increasing from 3.7% in 2015, while gross fixed capital formation had a negative contribution of 0.8% compared to the positive contribution of 2% from the previous year.

Figure 14. Table on contributions to real GDP growth. Source: National Forecast Commission, September 2017

percent

	2015	2016	2017	2018	2019	2020	2021
Gross Domestic Product	3,9	4,8	5,6	5,5	5,7	5,7	5,0
Internal demand	5,5	5,5	6,6	6,2	6,2	6,1	5,5
Final consumption	3,7	5,2	5,5	4,4	4,3	4,2	3,9
Gross formation of the fixed capital	2,0	-0,8	0,9	1,8	1,9	2,0	1,6
Net export	-1,6	-0,7	-1,0	-0,7	-0,6	-0,4	-0,5

Note: Eventual inconsistencies in summation are due to rounding

The economic growth in 2017 shall increase faster than the previous year and shall be around 6%. the main determinant of the economic growth shall remain private consumption, whose dynamics will moderate over the next year in time the annual pace of gross fixed capital formation will turn out to be positive this year and will then experience a slight acceleration, including the anticipation of an improvement in attracting European structural and investment funds.

The National Bank of Romania draws attention to the Inflation Report presented in November 2017 on the expansion of private consumption, supplied by increasing the purchasing power of the population. under the effect of the labor market context. The appetite for population consumption was also supported by the borrowed resources, the volume of new consumer credit remaining on the upward trend.

Against the backdrop of significant internal demand, the pace of growth in imports of goods and services will exceed that of exports; thus the current account deficit will register higher values than in 2016. Under these circumstances, the reopening of the current account deficit due to the acceleration of consumption and the increase of the budget deficit presents the potential to endanger the macroeconomic balances with a direct impact on the capital flows addressed to the Romanian economy.

6.2. Development of the business environment of South-West Oltenia Region

Adopted in June 2008, "Small Business Act" for Europe reflects the political will of European Commission to recognize the central role of SMEs in the EU economy and for the first time lay the foundations for a comprehensive legislative framework for the EU and its Member States to develop policies and programs to support SMEs (Micro, Small and Medium-sized Enterprises) in order to improve the overall strategic approach to entrepreneurship and to promote the growth of SMEs by helping them to solve the problems that hamper their development.

The value of GDP at the level of the South-West Oltenia development region has been steadily increasing. Thus, based on the information provided by the National Institute of Statistics for the years 2014-2016 and by the National Prognosis Commission for 2017, we notice constant and significant increases in the regional GDP. Thus, in 2015, GDP increased by 5.10% compared to the previous year, in 2016 it increased by 5.50% as compared to 2015, and for the current year a 5.6% increase is foreseen.

Figure 15. Table on GDP value by region, own design on the basis of data provided by the National Institute of Statistics for 2014-2016 and National Prognosis Commission for 2017

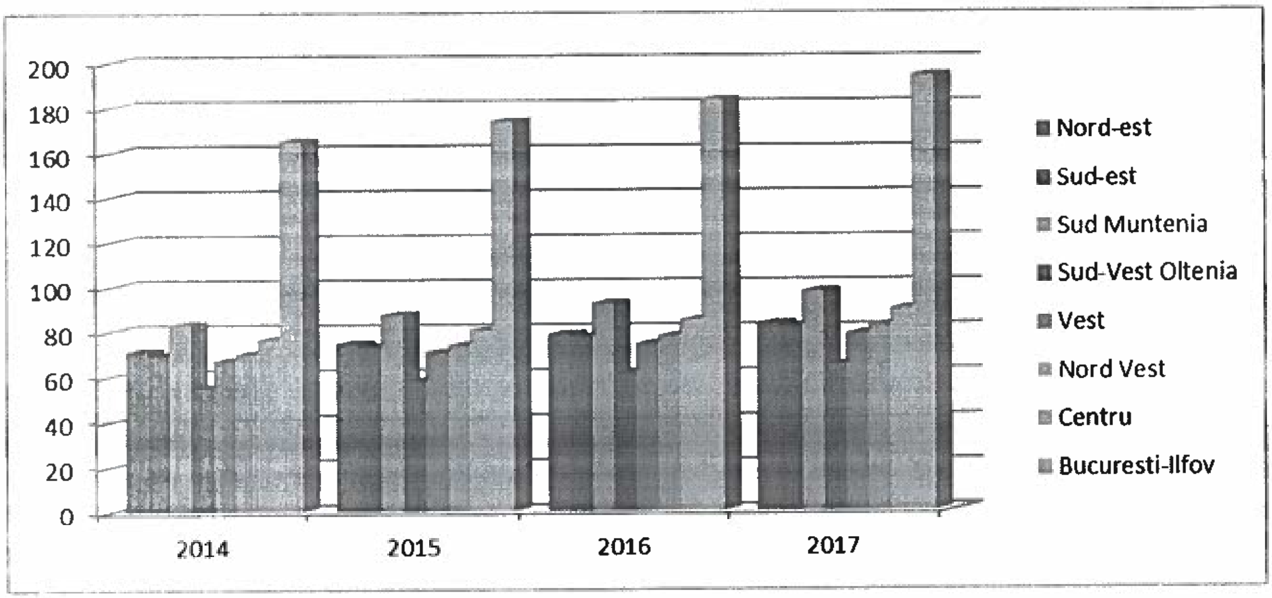
Year	2014	2015	2016	2017
Total economy	658,6	692,2	730,3	771,6
North-east	71,1	74,6	78,7	83,1
South-east	69,5	73,2	77,3	81,6
South Muntenia	83,3	87,4	92,3	97,5
South-West Oltenia	55,1	58,0	61,2	64,7
West	67,2	70,5	74,3	78,5
North-west	70,1	73,7	77,7	82,1
Center	76,5	80,4	84,7	89,6
Bucharest-Ilfov	165,0	173,6	183,2	193,6

Source: National Institute of Statistics (2014-2016), National Prognosis Commission (2017)

Analyzing the dynamics of GDP on development regions, we notice that, in terms of value, the South-West Oltenia region occupied the last place among the development regions of Romania in each of the analyzed years. The Bucharest-Ilfov and South Muntenia regions occupied the same places 1 and 2 respectively, with the rest of the regions registering close values.

South West Oltenia's contribution to national GDP formation was 8.37% (2014), 8.38% (2015), 8.38% (2016) and 8.39% estimated for 2017.

Figure16. Chart on the contribution of each development region to the formation of the national GDP in the period 2014-2017, own design on the basis of the data provided by the National Institute of Statistics for the years 2014-2016 and by the National Prognosis Commission for 2017



200 - North-east
180 - South-east
160 - South Muntenia
140 - South-West Oltenia
120 - West
100 - North-west
80 - Center
60 - Bucharest-Ilfov
40
20
0 2014 2015 2016 2017

General dynamics of SMEs in the region

Within the general dynamics of the companies in the region, the analysis was focused on the number of legally active professionals, according to the data reported by the National Trade Register Office both at country level and at the level of the three counties that are part of the study.

There are considered legally qualified professionals, those registered with the National Trade Registry Office, who have not declared their suspension of activity and are not in any of the conditions that may lead to the loss of legal personality. Out of the total number of professionals registered with the National Trade Registry Office, the temporary suspension of the activity, the branches without legal personality, the radiated professionals, the professionals in dissolution, liquidation, judicial reorganization, bankruptcy or insolvency were excluded.

Figure 17. Table of the total number of professionals operating in the three counties studied, own design. Source: National Trade Register Office, 2017

County / Year	2014			2015			2016		
	Self-employed Person	Legal person	Total number of active professionals	Self-employed Person	Legal person	Total number of active professionals	Self-employed Person	Legal person	Total number of active professionals
Dolj	11.547	19.531	31.078	11.850	20.608	32.458	11.787	21.692	33.479
Mehedinţi	7.146	5.201	12.347	6.811	5.275	12.086	6.566	5.535	12.101
Olt	7.616	9.306	16.922	7.780	9.783	17.563	7.809	9.576	17.385
TOTAL at country level	**392.104**	**747.699**	**1.139.803**	**396.535**	**773.781**	**1.170.316**	**382.860**	**808.878**	**1.191.738**

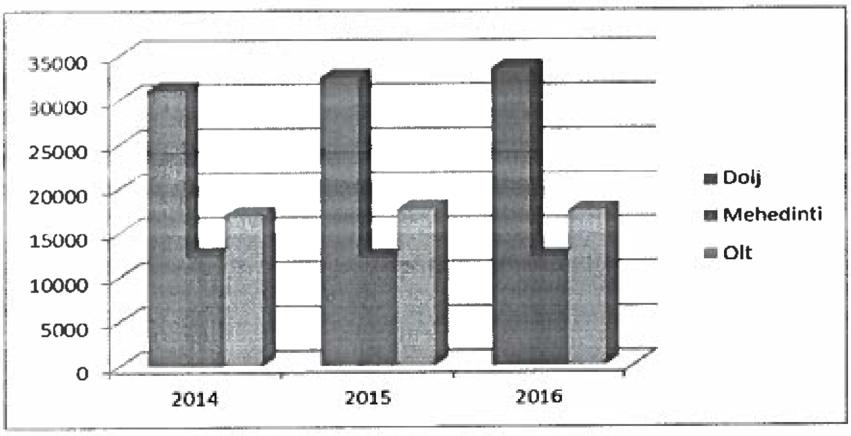
Within the South-West Oltenia region, the largest number of companies operates in Dolj county, the differences in the other counties being significant.

Thus, in 2014 Dolj operates 19,531 companies, 3,75 times more than in Mehedinţi county and 2,10 times more than in Olt county.

In 2015, 20,608 companies in Dolj county were active 3.91 times more than in Mehedinţi county and 2.10 times more than in Olt county.

In 2016, 21,692 companies were active in Dolj county, 3.92 times more than in Mehedinţi county and 2.26 times more than in Olt county.

Figure 18. Chart on the total number of active professionals in the three counties studied, own design. Source: National Trade Register Office, 2017



35000
30000
25000 *- Dolj*
20000 *- Mehedinti*
15000 *- Olt*
10000
5000
0 *2014 2015 2016*

At *Dolj County level, the share of the total number of active professionals reported at the country level* in 2014 was 2.73%, out of which the share of the new companies reported at the level of the country was 2.61%.

In 2015, statistics show that there has been a 4.44% increase in total active number of active professionals, compared to 2.68% countrywide growth, with 5.51% increasing the number of new companies.

At the level of 2016, the number of fully active professionals increased by 3.15%, surpassing the country-wide growth rate by 1.32%. And the share of new established companies registered a slight decrease of 0.25%, reaching the 5.26% threshold.

At the level of *Mehedinţi County*, the share of the total number of active professionals reported at the level of the country in 2014 was 1.08%, out of which the proportion of new established legal persons reported at the level of the country was 0.69%.

In 2015, statistics show that there was a 2.16% decrease at county level in terms of the total number of active professionals, as compared to the previous year. While the number of new established legal persons registered a slight increase of 1.42%.

For the year 2016, the number of total active professionals slightly increased by 0.12%, below the level of the country, but the number of newly created legal persons registered the best growth rate in the last three years of 4.93%.

At *Olt County* level, the share of the total number of active professionals reported at the level of the country in 2014 was 1.48%, the share of newly established legal entities reported at the level of the country being 1.24%.

In 2015, statistics show that there was an increase of 3.79% at county level in terms of the total number of active professionals, reported in the previous year. As for the number of newly created legal persons, it grew by 5.12%.

For the year 2016, both the total active professionals slightly decreased by 1.02% and the number of newly created legal persons decreased by 2.16%.

It can be noticed, analyzing the data of the last three years that, although fluctuating, the differences between the analyzed years are not considerable, so that an increase in the entrepreneurial activity at national level can be appreciated by 2,86% in 2015 compared to 2014 and by 1, 83% in 2016 compared to the previous year.

A certainty that can ensure the economic development of the region within a short term horizon is to support the already competitive sectors, so that their capacity and volume of production are able to cover the demand of the market, the human factor having a particular importance in the development of any economic sector.

6.3. Conjunctural analysis of the construction field

Construction works registered a decrease of 14.5% in September compared to the same period last year, affected by the decline of infrastructure works and non-residential construction, according to a press release of the National Institute of Statistics.

The National Prognosis Commission presented in the autumn edition of this year's main macroeconomic indicators projection 2017-2020, information and appraisals regarding the construction field in Romania.

Figure 19. Table on percentage changes from the previous year in terms of volume of construction works by structural elements. Source: National Forecast Commission, September 2017

Percent

	2015	2016	2017	2018	2019	2020	2021
Total construction, out of which on structural elements:	10,4	-4,8	-3,5	6,8	7,0	7,4	7,6
New construction works	5,2	-2,7	4,7	7,3	7,5	7,8	8,0
Capital repair works	31,8	-23,5	-14,9	3,0	3,3	3,6	3,7
Maintenance and current repair works	13,3	1,5	-17,7	7,2	7,4	7,7	7,9

The year 2016 registered decreases by 29.7% on structural elements in the capital repair works and by 27.6% in the maintenance and repair works, while the year 2017 marks an ascending trend of the new construction works, as well as the slight return of capital repairs, a decreasing share of maintenance and repair work.

Figure 20. Table on percentage changes from the previous year in terms of volume of construction works by type of construction. Source: National Forecast Commission, September 2017

Percent

	2015	2016	2017	2018	2019	2020	2021
Total construction, out of which by type of construction:	10,4	-4,8	-3,5	6,8	7,0	7,4	7,6
Buildings	-1,1	4,4	11,3	7,0	6,7	7,0	7,1
Residential buildings	-5,8	12,1	50,5	9,2	8,2	7,8	7,9
Non-residential buildings	1,1	1,1	-7,6	5,2	5,5	6,3	6,4
Engineering constructions	20,0	-11,2	-15,5	6,6	7,3	7,8	8,2

"On construction objects, the volume of construction works decreased by 26% in engineering and 24.9% in non-residential buildings. Increases were noticed by 66.3% in residential buildings", according to the National Institute of Statistics October 2017.

According to the source, in the first nine months, the volume of construction works dropped in total as gross series, by 6.5%, compared to the same period last year, in the context of the fact that the infrastructure works registered the highest decrease.

By type of buildings, the share is held by residential buildings, while non-residential buildings and the volume of construction work is influenced by the lack of infrastructure investments, but with positive developments projected for the 2018-2021 period.

The decline in infrastructure was due to delays in the absorption of structural and cohesion funds. The start of this process in the second half of 2017 is unlikely to bring back the annual dynamics of engineering construction to positive values.

The next chapter will analyze the evolution of the Romanian real estate sector as a growth and support engine for the construction field.

6.4. Romania real estate sector

In the first three quarters of this year 451.072 real estate transactions were recorded in Romania, a communiqué from the National Agency for Cadastre and Real Estate Advertising (ANCPI) reports, and analysts believe that the value of businesses in the field will reach the threshold of one billion euro in 2017.

According to data published by the National Institute of Statistics on 30 October 2017, the situation is as follows:

Figure 21. Table on the evolution of the number of building permits. Source: National Institute of Statistics, October 2017

	Authorizations for residential buildings			Authorizations for non-residential buildings					
				Administrative buildings			Other buildings		
	Sept. 2016	Aug. 2017	Sept. 2017	Sept. 2016	Aug. 2017	Sept. 2017	Sept. 2016	Aug. 2017	Sept. 2017
Total	**4.061**	**4.415**	**4.030**	**30**	**25**	**29**	**588**	**678**	**645**
Urban	1.732	1.644	1.487	15	7	13	221	271	273

area									
Rural area	2.329	2.771	2.543	15	18	16	367	407	372

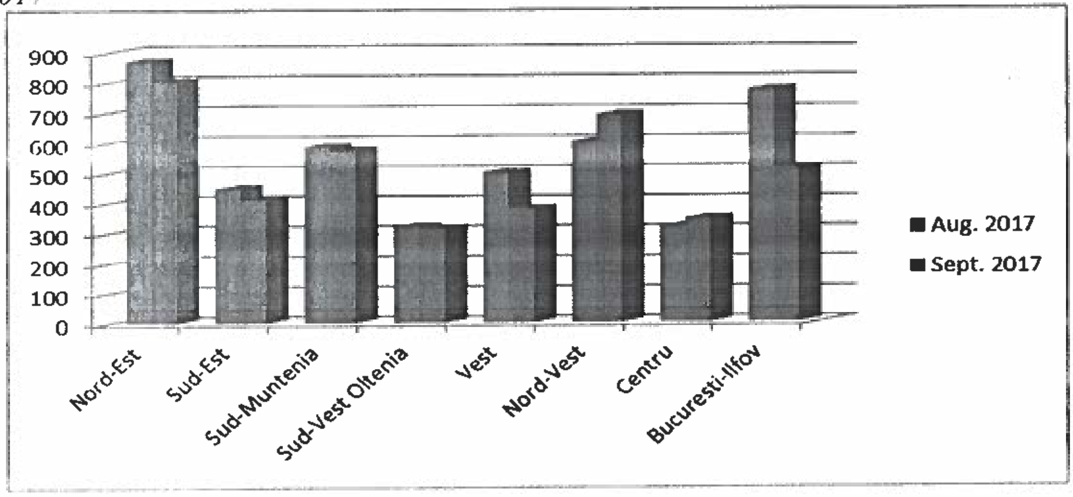
As it is noticed in September 2017, 4,030 construction authorizations for residential buildings were issued, decreasing by 8.72% compared to August 2017 and by 0.76% compared to September 2016.

Within this category, the largest share is represented by construction authorizations for residential buildings in rural areas: 63.10%.

Figure 22. Table on the distribution of construction authorizations for residential buildings by development regions in Romania. Source: National Institute of Statistics, October 2017

Development Regions	Aug. 2017	Sept. 2017	Variation compared to the previous period (%)
North-East	870	803	-7.70
South-East	448	412	-8.04
South-Muntenia	586	575	-1.88
South-West Oltenia	320	313	-2.19
West	500	379	-24.20
North-West	601	690	14.81
Center	319	345	8.15
Bucharest-Ilfov	771	513	-33.46
Total	**4.415**	**4.030**	**-8.72**

Figure 23. Chart on distribution of construction authorizations for residential buildings by development regions in Romania, own design. Source: National Institute of Statistics, October 2017



900	*- North-East*	
800	*- South-East*	*- Blue - August 2017*
700	*- South-Muntenia*	
600	*- South-West Oltenia*	*- Red - September 2017*
500	*- West*	
400	*- North-West*	
300	*- Center*	
200	*- Bucharest-Ilfov*	
100		
0		

In September 2017 compared to the previous month there is an increase in the number of permits issued for residential buildings in the North-West region by 14.81% and in the Center by 8.15%. For the South-West Oltenia region there is a decrease of 2.19% (-7 permits).

Between January and September 2017, compared to the same period in 2016, the number of construction authorizations at country level increased by 5.30% from 30.043 to 31.635.

In comparison, the latest INS data showed that in the second quarter of the current year the value of house trading in Romania was about 14% higher than in 2015. According to Eurostat, this difference was at the level of the countries only 8% in most major cities in the European Union, the prices requested for available-for-sale apartments continue to recover from the decrease registered during the economic crisis.

CHAPTER VII – HUMAN RESOURCE

7.1. Details regarding the labor market

The labor supply, located in a specific country, expresses the amount of work that the members of the country are willing to do in wage conditions at micro and macroeconomic level.

At the macroeconomic level, the size of labor resources is under the influence of two categories of factors:

- demographic factors, which refer to birth rate, mortality, average life expectancy, migratory flows;
- economic-social factors: the age limits of labor resources (both lower and above all) are influenced by the level of economic development, by the labor legislation of each country and, in particular, by the legislation on retirement.

However, the most important factor in the labor supply is the *active population*, which, from an economic point of view, provides the labor force available for the production of goods and services, consisting of the elderly workers available for work , that is, able to work.

In turn, the active population comprises two components:

- *the employed population*, which, statistically, consists of all legally employed and working-age persons who, during the reference period, carry out an economic activity, being remunerated in the form of salaries or other benefits.

- *active unoccupied (unemployed) population* - which was widely discussed in the study.

In conclusion, the current job offer is represented by the active population, some of which occupy the jobs offered by the employers, turning into the employed population, and the rest remains unoccupied as unemployed.

The stated objective of the European Union is that by 2020, 75% of the 20-64 year-old population to be employed.

At our country level, the National Employment Strategy 2014-2020 has been developed, which aims to stimulate efforts to reach the 2020 target set by Romania, namely: *a 70% employment rate* for the population aged 20-64.

Achieving this goal will be Romania's contribution to the European employment goal set by the Europe 2020 Strategy, which aims to make Europe smart, sustainable and inclusive, and to find ways to create new jobs.

In the short term, the action lines adopted by Romania refer to:

- improving the functioning of the labor market through reforms on labor relations legislation, social dialogue, tackling undeclared work and prolonging active life
- facilitating the transition from unemployment or inactivity to employment by: modifying the legal framework in the field of employment stimulation, active employment measures and institutional capacity building of the Public Employment Service at national, regional and local level
- strengthening professional skills by: reforming the legal framework on labor force training and on-the-job training of workers
- increasing the quality of employment of rural residents, young people and women by ensuring the long-term sustainability of rural areas and the integration into the labor market of young people and women.

In conclusion. for the period 2012-2020, Romania needs to ensure better participation in the labor market and increase employability and labor productivity by reviewing and strengthening active labor market policies by providing training and individualized guidance and the promotion of lifelong learning.

At the same time, Romania needs to accelerate the reform of the education system, accelerate reforms in the field of vocational education and training and to further align university education with the requirements of the labor market.

In this vision, in Romania in 2020 the potential of the labor force will be optimally capitalized on strengthening a competitive economy based on innovation and knowledge, participative and inclusive, which will mean increasing Romania's capacity to create new quality jobs and to create a competitive advantage for the national economy through a well-trained human resource with a high level of qualification, skills and professional abilities.

7.2. Inactive population – a phenomenon affecting the Romanian labor market

In the Report on Inflation published by the National Bank of Romania in November 2017, the inactive population in Romania is about 4 million people aged between 15 and 64, so they can be considered suitable for work but do not have nor do they actively seek employment and do not carry on an activity on their own. The size of the phenomenon is relatively high, the inactivity rate, calculated as the ratio between the inactive and the working age population, placed in the second quarter of 2017 to 32%, one of the highest in the European Union.

According to the same source, age group analysis reveals that the widest gap in inactivity rates are found among young people (15-24 years) and elderly people (55-64 years). As far as adults (25-54 years old) are practically the core of human capital in an economy, the inactivity rate in Romania is very close to that in the European Union (16% versus 14%). In the case of young people, a lower rate of participation was expected, as a significant proportion of them attended a form of education or training (about 80%, lower than the European average of about 90%).

The widest gap compared to Europe (and increasing) is, however, found among people aged 55 to 64, which represent practically one third of all inactive people. The rate of inactivity in this segment is extremely high (around 54%), with the progress being relatively low compared to 2005, when it stood at 60%. At a similar level there was also the EU average, but the reforms made by the Member States to keep the workforce in work for a longer period, as the aging of the population increased, reflected a substantial decrease in the degree of inactivity in this segment (40% in year 2016).

Unlike most European countries, where the net flow of people who change their inactive status to active and vice versa is positive, in Romania it has been virtually nil in the last 6 years, even slightly negative on average. As a percentage, outflows from the inactive population over the course of one year account for about 20% of the total (the percentage that is once again among the lowest in Europe, with the level in the performing countries even double), suggesting a relatively high degree of inertia.

In conclusion, there is an urgent need for active integration measures and investment in a lifelong-based, lifelong learning system tailored to market requirements for young people, the elderly and primary, secondary and vocational students.

Reforms are all the more necessary since the high degree of non-participation is associated with social repercussions, with Romania having one of the highest rates of poverty among the states in the community.

CHAPTER VIII – QUESTIONNAIRE ANALYSIS AND INTERPRETATION

8.1. Questionnaire for companies operating in the construction field

In order to capture labor demand in the three counties of South-West Oltenia: Dolj, Olt and Mehedinti, we conducted a survey (materialized in a survey based on a questionnaire), the statistical unit being represented by companies with activity in construction and construction related sector.

The basis of the survey of companies was constituted by information from various entities in the three counties: the Chamber of Commerce and Industry (to identify the companies whose object of activity is the NACE code corresponding to the construction field), the Regional Directorate General of Public Finances to identify businesses that have an activity, ie they have filed their balance sheet), the National Trade Register Office (to identify newly established companies).

Thus, in the present study, a quantitative, actual and detailed analysis of the companies operating in the construction field in the Dolj, Olt and Mehedinti counties was elaborated and based on the interpretation of the data characterizing the current situation of the regional business environment, the real qualification needs of the workforce from construction field were indentified.

Based on the needs identified, recommendations have been drawn up by employers, identifying and describing the priorities and actions that will contribute to the development of the labor market in the region and the business environment in general. Depending on the actual employment needs of the construction field employers, the results of the survey will be certified for the first three qualifications, which will lead to a higher degree of employment.

A key role in the development of the study was held by relevant actors for this area at regional and local level who were actively informed and actively involved in this process, integrating their relevant contributions to identifying qualification needs on the labor market in the construction field in the South-West Oltenia region.

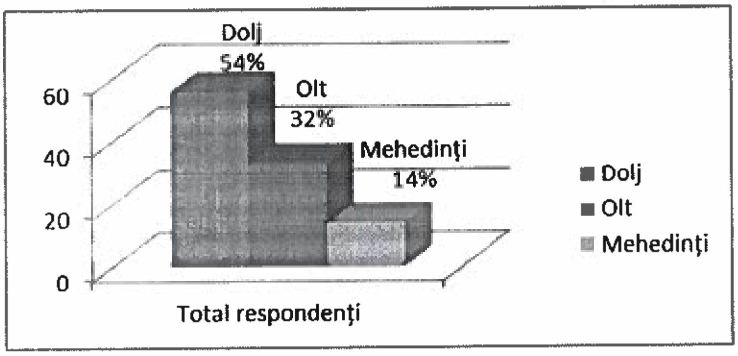
The questionnaire has a total of 32 questions and has been sent online to 250 businesses in the three counties (https://docs.google.com/forms/d/1LqMtx-WwnkMK86FOSYGLJcn6M8otCn9mqpycaaRmRsY/edit).

Answers were received from 103 businesses that responded online through the self-completion questionnaire during the period 12.10.2017 - 12.11.2017 at: https://docs.google.com/forms/d/1LqMtxWwnkMK86FOSYGLJcn6M8otCn9mqpycaaRmRsY/edit#responses.

This method of data extraction has been chosen, making it the easiest for both respondents and researchers, allowing in-depth analysis of the answers and their correlation, so that an overall picture can be obtained as eloquently as possible.

Out of the 103 respondents, the largest share belongs to the companies in Dolj County, which answered in number of 56, representing 54%, followed by the companies from Olt County, which answered the questionnaire in the number of 33, representing a percentage 32% and 14 companies in Mehedinți County, which means a share of 14% in total respondents.

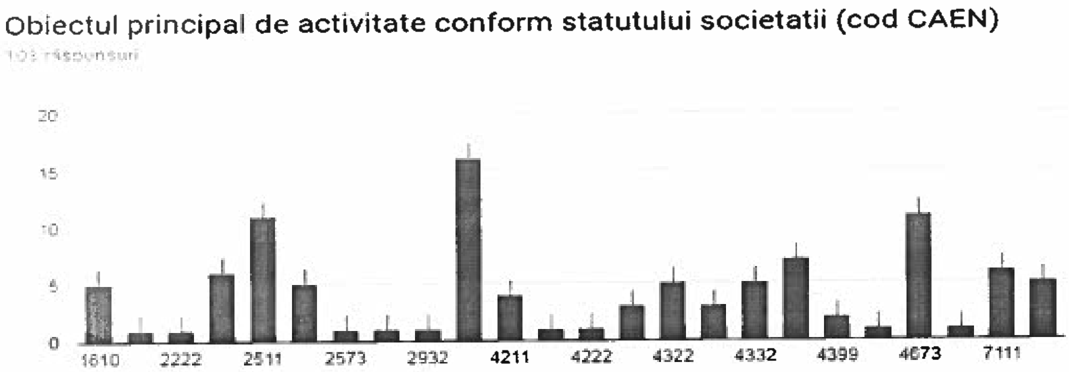
Figure 24. Chart on the share of respondents in the three counties, according to the location of their headquarters, their own design



60	***Dolj 54%***	***- Blue - Dolj***
40	***Olt 32%***	***- Red - Olt***
20	***Mehedinti 14%***	***- Green - Mehedinti***
0		

The study aims to present a more complex and complete picture of the business environment in the construction field, and for this, emails with invitations to fill out the questionnaires were submitted and the responses from both the companies that have as main activity building works for residential and non-residential buildings as well as for companies carrying out activities related to the construction field, as can be seen from the following graph:

Figure 25. Chart on the main object of activity of the respondent companies, own design



Main object of activity in accordance with the Articles of Association (NACE code)
103 answers

20
15
10
5
0

1610 2222 2511 2573 2932 4211 4222 4322 4332 4399 4673 7111

In the top of the companies answering the questionnaire are those with construction activity: construction works of residential and non-residential buildings (NACE code 4120) in the proportion of 15.5%, the second place being the companies with wholesale activity (NACE code 4673) and the companies manufacturing metal structures and components of metallic structures (NACE code 2511) - both of which holding a share of 10.7% in the total number of respondents.

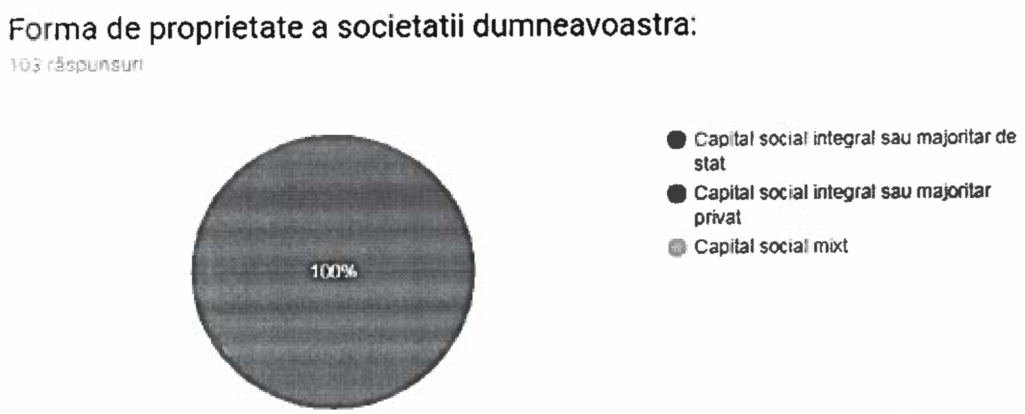
On the third place, with a weight of 6.8%, there are the companies that perform the activities of covering and wall plating (NACE code 4333), followed by the companies that manufacture concrete products for constructions (NACE code 2361) and the companies with architectural activities (NACE code 7111) - both categories having the same share of 5.8%.

A share of 4.9% is also held by companies with general mechanics (NACE code 2562), firms involved in engineering and technical consultancy (NACE code 7112), wood cutting and planning companies (code NACE code) and the firms that have joinery and carpentry works (NACE code 4332).

Responses were also received from companies working in the field of plastics packaging, construction of utility projects for fluids, electricity and telecommunication, electrical installations and other construction works, so as to obtain the most comprehensive picture of all companies active or related to the construction field.

By ownership form, all respondents stated that the company they run has majority or completely state owned capital, which confirms the share that the private sector has reported at country level in gross domestic product formation.

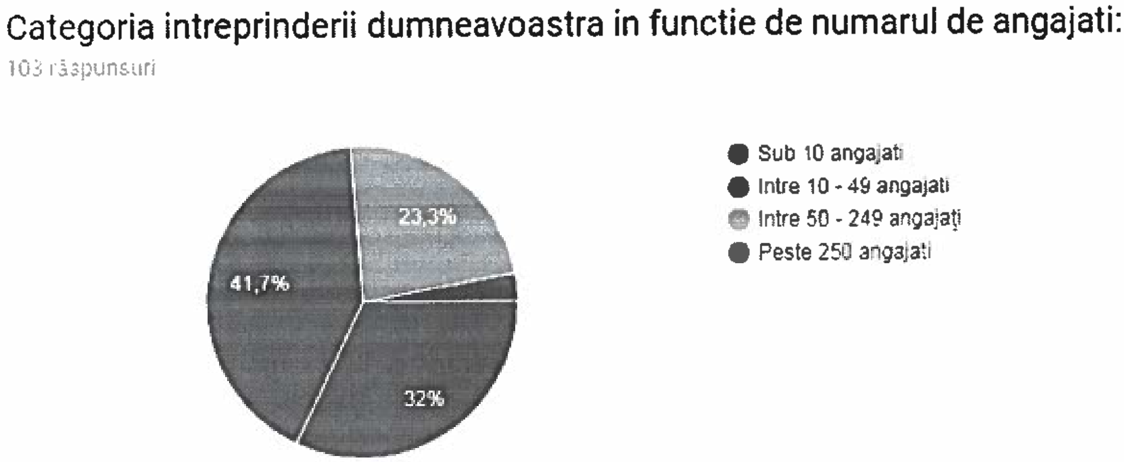
Figure 26. Chart on the main object of activity of the respondent companies, own design



Form of ownership of your company:
103 answers ***- blue - majority or completely state owned share capital***
100% - red - majority or completely private owned share capital
- orange - mixed share capital

Employers in all three counties participating in the survey are classified into four types, depending on the size of the organization: micro-enterprises, defined as structures with less than 10 employees, small enterprises, i.e. organizations with between 10 and 49 employees, medium-sized enterprises, with between 50 and 249 employees and large enterprises with more than 250 employees, as can be seen from the analysis of the answers received.

Figure 27. Chart on the category of responding companies according to the number of employees, own design



Category of your company according to the number of employees:

103 answers ***32%- Blue- less than 10 employees***
41, 7%- Red- between 10 and 49 employees
23, 3%- Orange - between 50 and 249 employees
- Green - more than 250 employees

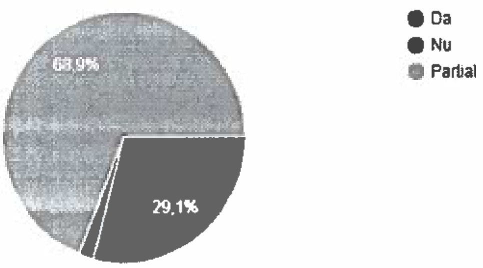
Within the 103 companies that represent the case study sample, small enterprises (41.7%) predominate, followed by micro-enterprises (32%), medium-sized enterprises (23.3%) and large enterprises (2.9%). This distribution proves that SMEs are a competitive, growing sector in Romania, which selects their employees according to their performance and level of training, which is reflected in the productivity of the company, regardless of its type.

Figure 28. Chart of gratitude in the respondent companies for the general training of their own employees, own design

Are you satisfied with the general training of your own employees?
103 answers ***29,1% - Blue – Yes***
- Red – No
68,9% - Orange - Partially

Va declarati multumiti de pregatirea generala a angajatilor dumneavoastra?

103 răspunsuri



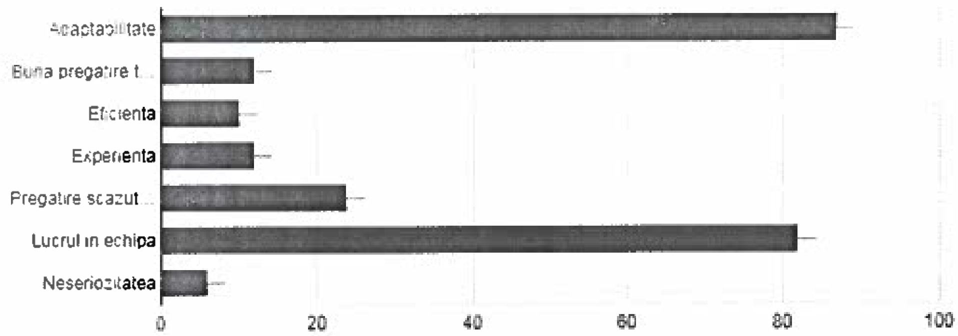
Both general and professional training of employees is of major interest to employers, their quality reflecting directly on the performance of the company, the good employee-employer relationship, the increase in employee productivity, which contributes positively to the company's costs, and finally to the level of wage income.

From the analysis of the answers to the questionnaire, 68.9% of the employers are partially satisfied with the general training of their employees, 29.1% of the employers are satisfied with the training of their employees, and 1.9% of the employers claim that are completely dissatisfied with the training of their employees.

Figure 29. Chart on the positive and negative aspects related to the professional training of the employees from the respondent companies, own design

Care sunt aspectele pozitive si negative ale angajatilor dumneavoastra in raport cu gradul de pregatire profesionala?

103 răspunsuri



Which are the positive and negative aspects of your employees related to the professional training degree?
103 answers

Adaptability	***Experience***	***Frivolity***
Good Training	***Low Training***	
Efficiency	***Teamwork***	

Interest of employers in all three counties under study is to form work teams cohesive and dynamic, they adapt easily change inherent in the working environment from both inside the organization and able to handle requests from outside the organization, which is directly reflected in the profitability and competitiveness of the company.

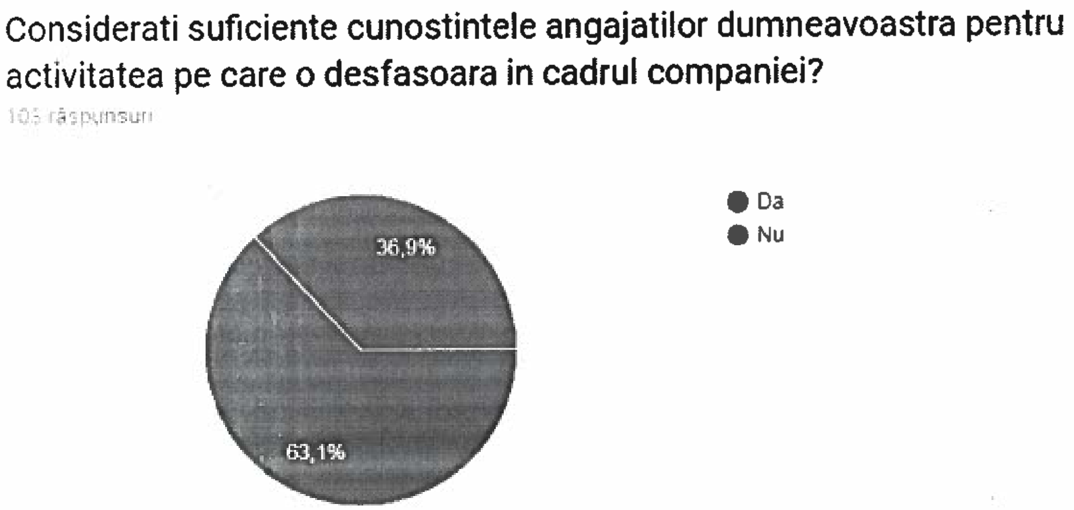
Employers surveyed assessed in proportion of 84.5% as adaptability of their employees in internal and external environment is a quality that they exhibit, they managed to cope with the dynamics of the labor market, thus remaining competitive.

79.6% of employers highlight the ability of employees to work in a team - an important aspect that streamlines work in the company and unites employees.

23.3% of employers have noticed that the recruiting staff lacks vocational training adequate to the company requirements and needs of the market, which is reflected in labor productivity provided in the company - something that can be fixed if the education system would take into account the measures proposed by the business community.

11.7% of employers consider that their employees have gained experience while working and prove a good theoretical training, 9.7% said that their employees are effective at work, and 5.8% of employers are disturbed of the unreliability they face among their employees.

Figure 30. Chart on the level of knowledge of the employees in the respondent companies. own design



Do you consider sufficient the knowledges of your employees for the activity performed within the company?

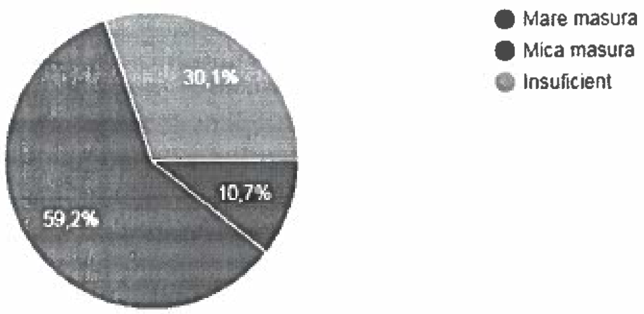
103 answers ***- Blue - Yes***
- Red - No

In general, a company's business is closely linked to the efficiency of its employees, resulting mainly from professional training, motivation in work, the system of appreciation, motivation and stimulation of employees. In the present study, 63.1% of surveyed employers consider that their employees' knowledge is sufficient, while 36.9% of them are not satisfied with the knowledge of their employees in the company.

Figure 31. Chart on how the knowledge acquired in the educational system helps the employee to perform the tasks at the workplace, his / her own design

In ce masura cunostintele dobandite in sistemul educational ajuta angajatul la indeplinirea sarcinilor de la locul de munca?

103 răspunsuri



To what extent do the knowledges acquired in the educational system help the employee to perform the tasks at the workplace?

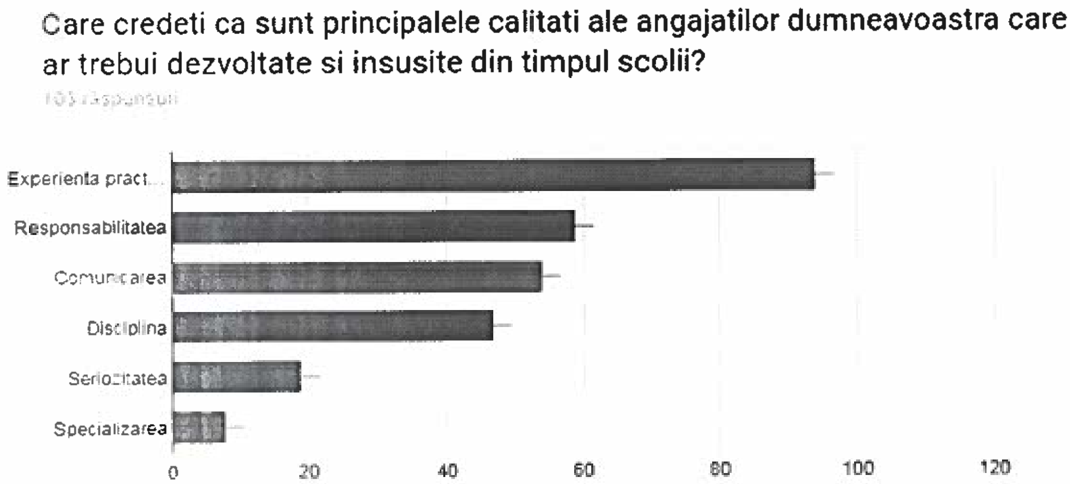
10,7 % - Blue – Large extent
59,2 % - Red – Small extent
30,1 % - Orange - Insufficient

The educational system in Romania is centered on the acquisition of general knowledge, in which the practical knowledge is little found in the training of the future employee, the degree of specialization of the vocational training being regarded as a niche education specific to the higher and postgraduate studies.

Employers in all three studied counties are interested in graduating from acquiring knowledge, skills and practical abilities specific to the field of study graduated, as well as in the field in which they wish to work. Thus, it is absolutely necessary for the insertion on the labor market to be the corollary of professional training, a continuation of the training and practical training started in high school and college, which gives high professional skills.

From the analysis of the answers to the questionnaire it is found that 59.2% of the employers consider that the level of knowledge acquired in the educational system helps to a small extent the employee in performing his / her work tasks, 30.1% of them consider that the knowledge gained within the education system and 10.7% of employers are satisfied with the level of knowledge of their employees during their education.

Figure 32. Chart on the main qualities of employees that should be developed during school, own design



Which are, in your opinion, the main qualities of your employees that should be developed during school?

Practical Experience
Responsibility
Communication
Discipline
Seriousness
Specialization
0 20 40 60 80 100 120

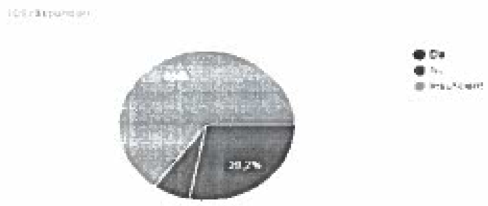
Employers in all three counties subject to the study consider that 91.3% of practical experience is the main quality that is not found among their employees and should be much more developed within the education system, either by increasing the number of hours allocated practical training either through participation in internship programs or through dual education programs.

Other qualities that are considered as employable lessons and which should be corrected and acquired within the education system identified among employers are: responsibility (57.3%), communication (52.4%), discipline (45.6%), seriousness (18.4%) and specialization (7.8%).

Work discipline, the seriousness with which work tasks are handled, teamwork communication, and responsiveness to decision-making in an organization are values and qualities that employers want and expect from future their employees and who should be developed and acquired during the study period.

Asked if they consider that **there are developed among their employees the teamwork capacity and membership to the organizational culture of the company**, the surveyed employers consider that 28.2% of their employees have the ability to work in a team, which means a high degree motivating the employee to belong to the organizational culture of the company, 65% of employers consider their employees to have an insufficient capacity to work in a team and 6.8% say that their employees do not have the capacity to work in a team belonging to the organizational culture of the company, as shown in the following figure:

Figure 33. Chart on the way in which among the employees of the respondent companies there are developed the teamwork capacity and membership to the organizational culture of the company



103 answers *28,2% - Blue – Yes*

- Red – No

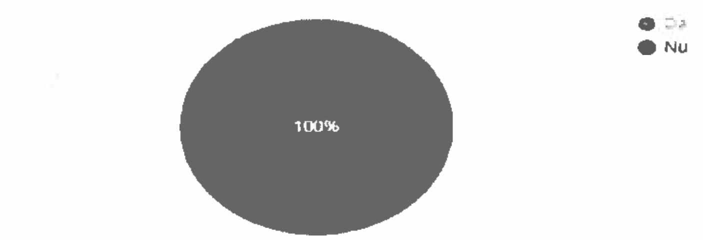
65 % - Orange – Insufficient

Organizational culture of the company is all that means collective standards of thought and action, attitudes, values, beliefs, mission, vision, norms, operating rules that exist in an organization.

Organizational culture is formed by repeated interactions between members of the organization, sharing the beliefs and values of individuals that form it, taking into account the factors that impress and customize, such as: leadership style, how to make decisions, organization structure, organization chart, policies and know-how in the company.

Entry of a new employee into a company without knowing the organizational climate, employees' rules, attitudes and beliefs and without trying to vibrate with them can create a series of aversions for the new employee, which in time diminishes motivation, adapting to company requests. For this reason, employers need to show understanding, determination and examples of good practice so that the new employee has a sense of affiliation with the organization, interspersed with the firm's competitiveness, which will strengthen the relationship Employee, Employer.

Figure 34. Chart on the willingness of respondent companies to invest in their employees through initiation / qualification / requalification / specialization courses, own design



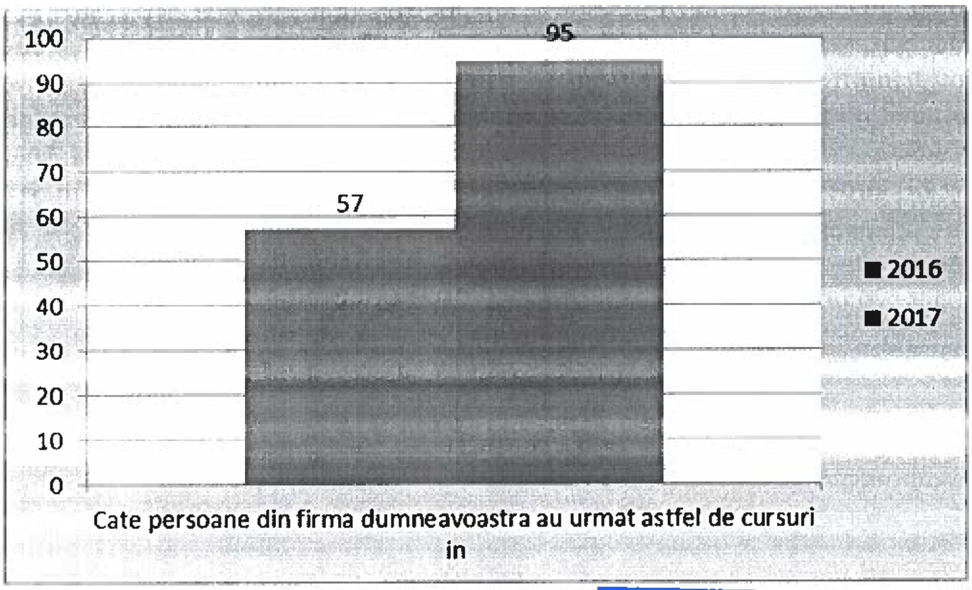
Are you willing to invest in your employees through initiation / qualification / requalification / specialization courses?
103 answers ***100% - Blue – Yes***
Red – No

All employers who responded to the questionnaire from the three counties surveyed agree 100% to invest in their employees through qualification, requalification or specialization courses, being aware of the importance and efficiency of the work of a well-trained employee in any organization, either that we refer to micro-enterprises, small, medium or large enterprises.

To the next question in the questionnaire: **how many persons in your company attended such courses,** it was reported, within the three counties, a number of 57 employees who attended the initial / qualification / requalification / specialization courses in 2016.

In 2017, their number reaches 95 persons, an increase of 66.67% compared to the previous year, which shows employers' involvement in the professional training of their employees as a measure of increasing performance and efficiency and the organization as a whole.

Figure 35. Chart on the number of employees in the respondent companies who attended such courses, own design



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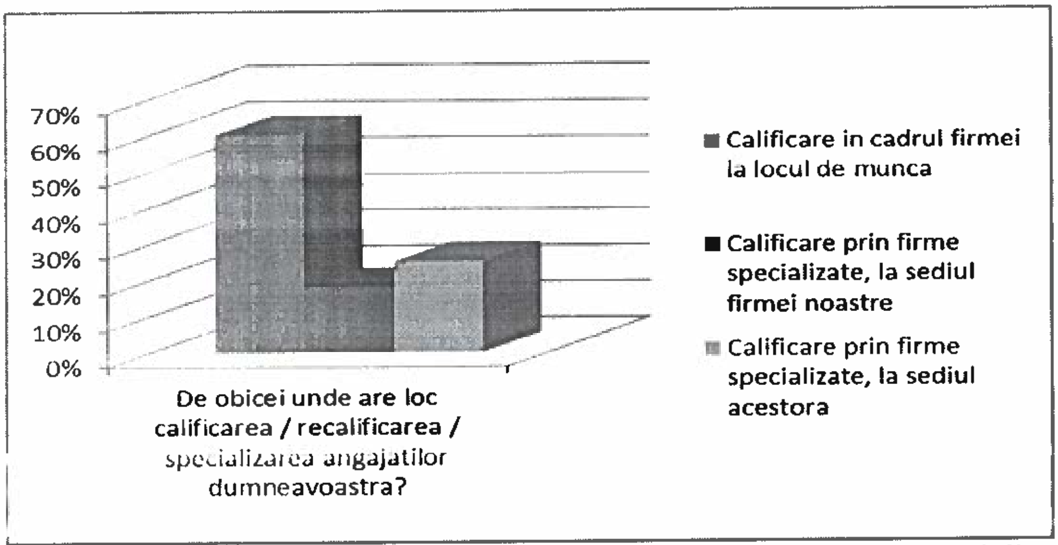
INTERPRET-TRADUCATOR AUTORIZAT
Limba ENGLEZA

How many persons in your company attended such courses in….?

100 Blue-57
90 Blue-2016
80
70 Red - 95
60
50 Red - 2017
40
30
20
10
0

Regarding the location where the qualification / requalification / specialization courses for employees take place, following the responses to the questionnaire, the situation is as follows:

Figure 36. Chart on the location of qualification / requalification / specialization courses for employees of respondent companies, own design



Which is the location of the qualification / requalification / specialization courses for your employees?

70% Blue - Qualification within the company at the workplace
60%
50% Red – Qualification through specialized companies, at our company's headquarters
40%
30%
20% Green – Qualification through specialized companies, at their headquarters
10%
0%

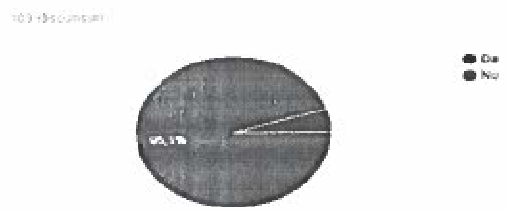
55% of employers in the three counties surveyed confirm that they provide their employees with workplace training, making it easier for everyone involved and saving employees from working time.

14% of employers use the services of specialized training and training companies, but choose the location of their company's headquarters, by providing a classroom and choosing a flexible course program to avoid disturbing business activity.

21% of employers agree that their employees will undergo qualification / requalification / specialization courses within formation and training companies and agree that their employees will move to other locations where the courses take place. In general, this practice is met in companies that run a small number of employees, insufficient to form a group, so it is not justified to move the trainer to the company's headquarters.

For the question regarding **the opportunity to organize internships for young people in order to increase the applicability of the theoretical knowledge and to prepare the staff that society needs**, most of the employers in all three studied counties (95.1%), were interested in a partnership with the educational system for organizing internship and practical training programs for pupils and students, which would form the basis of joint projects between universities, vocational schools, technical high schools and the business environment of the three counties .

Figure 37. Chart on the opportunity, within the respondent companies, to organize internships for young people, own design



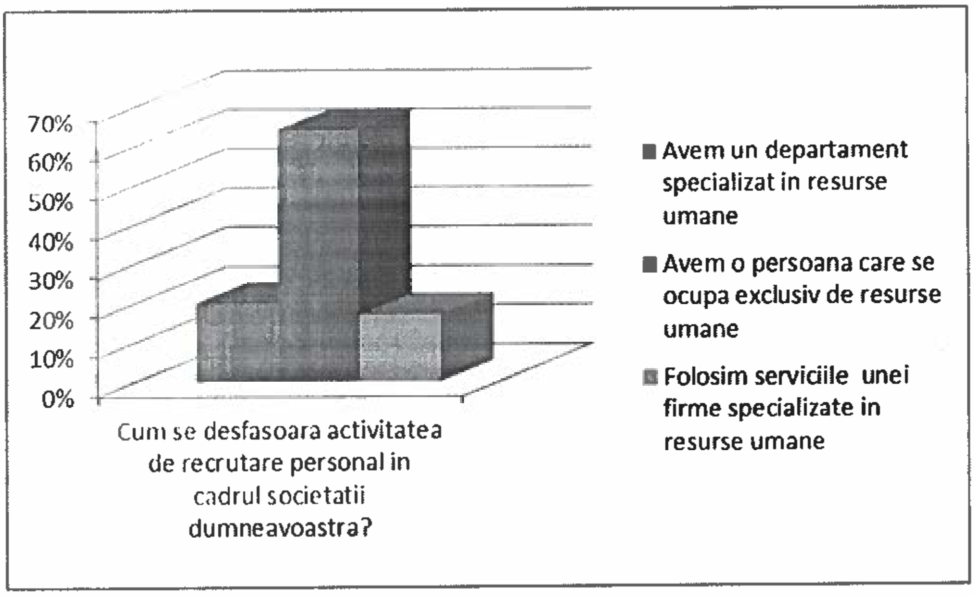
103 answers ***95,1% - Blue – Yes***
- Red – No

Through these programs, all parties have gained: trainees benefit from specialist expertise and get in touch with the business environment and organizational culture of the company, and companies can convey to the education system their needs and requirements in relation to the future graduate profile that will occupy a job.

In respect of the recruitment activity in the companies answering the questionnaire, 60% have a staff member who is in charge of personnel recruitment and human resources management within the organization.

Medium and large enterprises in the three counties responded 15% to a human resources department within their company, and a share of 12% of companies reported that they were using the services of a recruitment company when have free positions within the organization, as can be seen from the following figure:

Figure 38. Chart of staff recruitment activity in respondent companies, own design



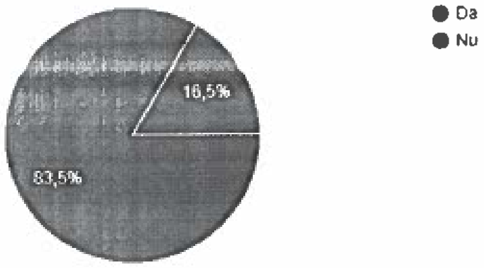
70%	***-We have a department specialized in human resources***
60%	
50%	***- We have a person who is exclusively appointed to take care of human resources***
40%	
30%	
20%	***- We use the services of a company specialized in human resources***
10%	
0%	

How does the staff recruitment activity take place within your company?

Figure 39. Chart regarding the need for employment within the respondent companies, which could not be achieved for a period longer than three months, own design

In prezent exista in societatea dumneavoastra locuri de muncă libere pentru care cautati angajati de mai mult de 3 luni?

103 răspunsuri



Are there currently vacant jobs within your company for which you have been looking for employees for more than three months?

103 answers ***83, 5% - Blue – Yes***

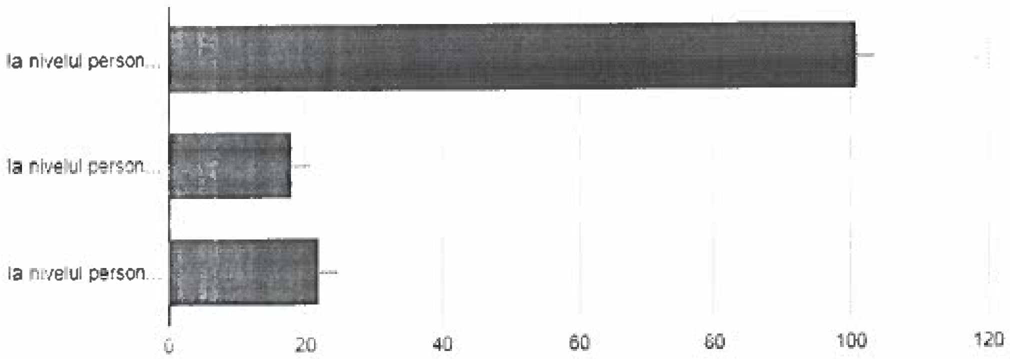
16, 5 % - Red – No

83.5% of the employers in the three counties admit that they have had difficulty in recruiting the right employees for the job vacanct posts they have in the company over the past three months, which brings to the forefront the real problem faced by most employers in the construction field at this time: finding the right employee in his company, which at the country level translates into a labor crisis with serious repercussions on the whole economy.

Figure 40. Chart regarding the confrontation with staff shortages at different qualification levels within respondent companies. own design

Considerati ca in momentul de fata societatea dumneavoastra se confrunta cu un deficit de personal ? Daca da, incercuiti la ce nivel de calificare:

103 răspunsuri



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Do you consider that your company is currently experiencing a shortage of staff? If so, do you know at what level of qualification:

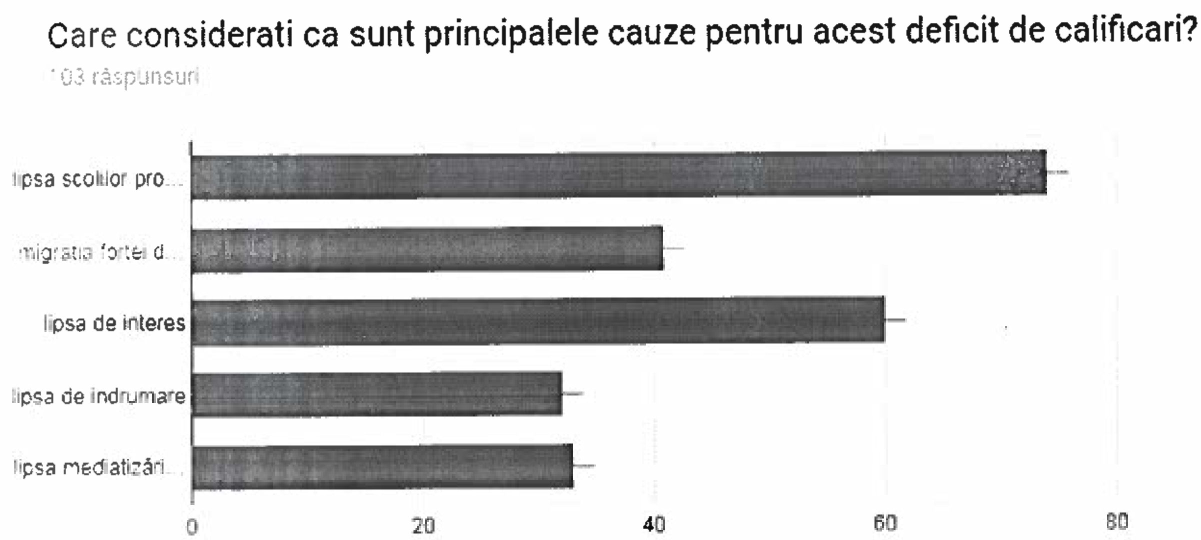
At the level of staff…

At the level of staff…

At the level of staff… 0 20 40 60 80 100 120

98.1% of the employers in the three counties surveyed admit that they find hardly qualified executives for the company they run, 21.4% have difficulty in finding manpower ready to take a leading position in the company , and 17.5% of construction field employers do not find unskilled execution staff for the works they have to execute.

Figure 41. Chart on the causes of the shortage of qualified staff in the respondent companies, own design



Which do you think are the main causes for the shortage of qualified staff?

lack of vocational schools
migration of the workforce
lack of interest
lack of guidance
lack of promoting 0 20 40 60 80

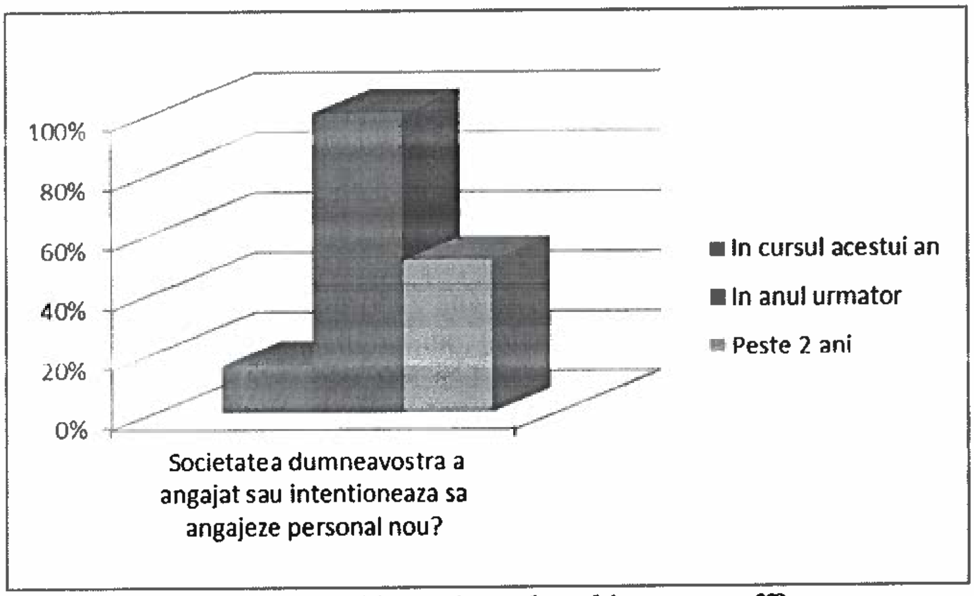
The study aims to bring to the forefront the main causes that lead, from the point of view of employers, to the labor shortage. Thus, 71.8% of the employers in the three counties responded that the lack of qualified staff is due to the lack of vocational schools, whose role is to put in practice the in-depth theoretical basis of graduates.

58.3% of employers claim the lack of interest from the human resource to work in the construction field, while 39.8% of them admit that they face the phenomenon of skilled labor migration in other countries, where wage and life levels are well beyond what they can offer in Romania.

In a substantially equal proportion, 30% of employers admit that both lack of guidance from teachers and family to construction crafts and a lack of media coverage of the job they seek leads to a shortage of skilled labor in the construction field.

For the question: **your company has hired or intends to hire new staff**, all employers in the three counties have responded that they intend to hire new staff in 2018, 16% said they are interested in hiring at the end of 2017, and 51% estimates that they will hire new staff over 2 years, relying on a labor force strategy in their own company for the coming years.

Figure 42. Chart on the intention to hire new staff in the respondent companies, own design



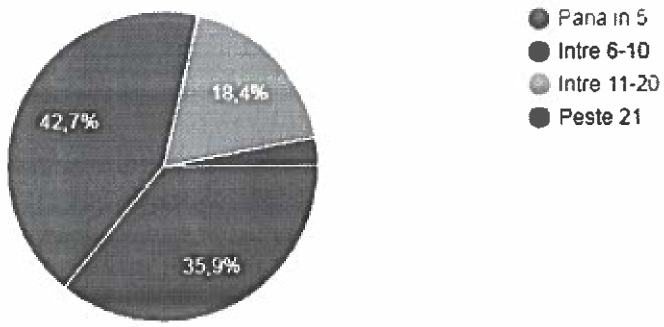
Did your company hire or intends to hire new staff?

100% ***Blue - During this year***
80% ***Red – In the following year***
60% ***Green – After two years***
40%
20%
0%

Figure 43. Chart on the number of jobs offered within each respondent company, own design

Daca intentionati sa angajati personal nou, va rugam sa precizati numarul de locuri de munca oferite in cadrul societatii dumneavoastra:

103 răspunsuri



If you intend to hire new staff, please mention the number of jobs provided within your company:

103 answers

35, 9% - Blue – Up to 5
42, 7 % - Red – Between 6 and 10
18, 4% - Orange – Between 11 and 20
- Green – Over 21

Depending on the size of the organization, the number of people to be employed differs, so: 42.7% of the employers in the three counties estimate the employment of between 6-10 persons within the organization, 35.9% of the employers and in this case micro-enterprises intend to employ a maximum of 5 people in the company. The medium and large enterprises have well-developed plans and strategies and, depending on the volume of contracted work, they expect to hire new staff between 11-20 (18.4% of employers) and 2.9% of employers are optimistic and estimates the employment of over 21 people.

For the next question: **what are the qualifications for which there is a labor shortage and you need to employ staff within your company**, the research has made a ranking of the most wanted jobs specific to the construction field. Thus, the first ten qualifications according to the number of jobs for which there is a labor shortage and the employers are willing to make hiring. at the level of the three counties subject to the case study are:

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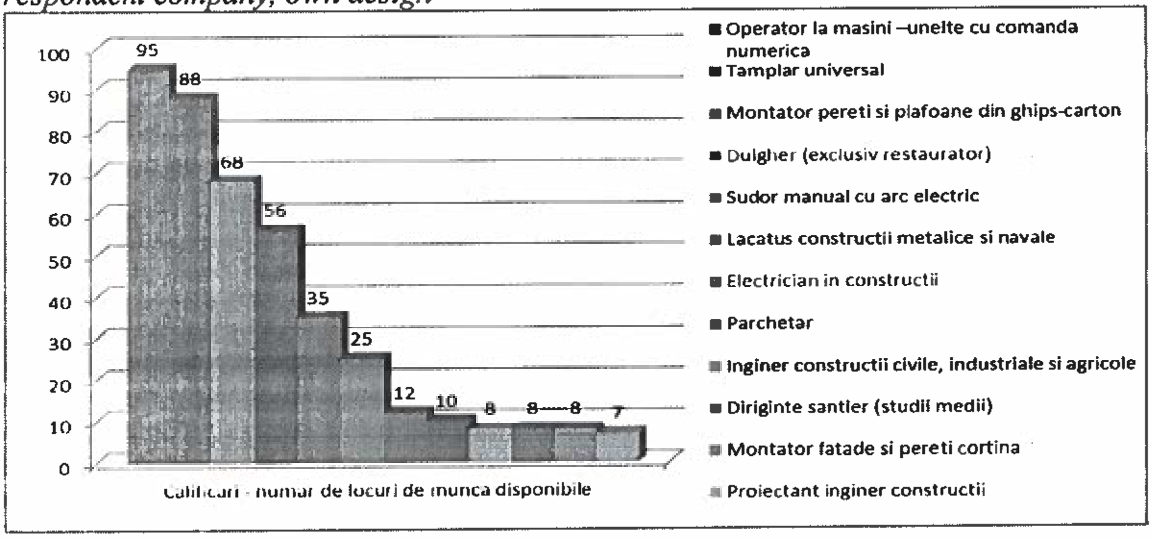
Figure 44. Number of jobs according to the qualifications required for each respondent company, own design

Qualifications	Number of available jobs	Ranking
Machine operator–computer numerical control tools	95	I
Universal Carpenter	88	II
Fitter for walls and gypsum - board ceilings	68	III
Carpenter (exclusive restorer)	56	IV
Manual arc welder	35	V
Locksmith for metallic and naval constructions	25	VI
Electrician in construction	12	VII
Flooring Installer	10	VIII
Civil, industrial and agricultural construction engineer	8	IX
Site supervisor (secondary education)	8	IX
Fitter for facades and curtain walls	8	IX
Construction Engineer Designer	7	X

Figure 45. Chart on the vacant jobs according to the qualifications required in each respondent company, own design



INTERPRET-TRADUCĂTOR Limba ENGLEZĂ SANDU ALINA-DANA AUTORIZAT MINISTERUL JUSTIȚIEI

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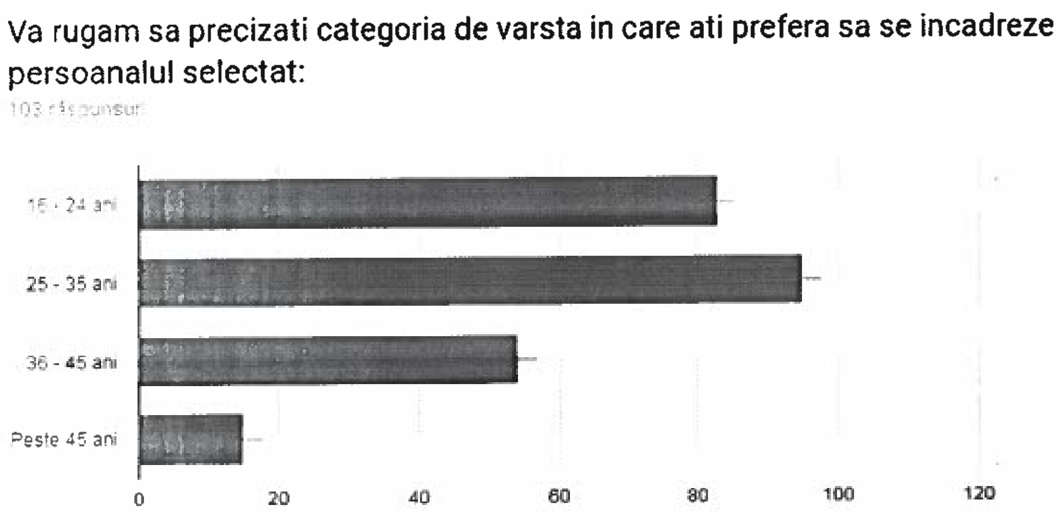
100	***95 – Machine operator–computer numerical control tools***
90	***88 – Universal Carpenter***
80	***68 – Fitter for walls and gypsum - board ceilings***
70	***56 – Carpenter (exclusive restorer)***
60	***35 – Manual arc welder***
50	***25 – Locksmith for metallic and naval constructions***
40	***12 – Electrician in construction***
30	***10 – Flooring Installer***
20	***8 – Civil, industrial and agricultural construction engineer***
10	***8 – Site supervisor (secondary education)***
0	***8 – Fitter for facades and curtain walls***
	7 – Construction Engineer Designer

For the first three qualifications resulting from the analysis based on the actual employment needs of the construction field employers in the three counties studied, certification courses will be organized, which means employing a workforce already professionally trained, ie by providing employers with staff already professionally qualified, thus responding to their basic need and demand, as emerged from the answers to the questionnaire.

In conclusion, according to the survey conducted in the counties of Dolj, Olt and Mehedinti, *the qualifications for which certification courses shall be organized are*:

- Machine operator–computer numerical control tools – RCO (Romanian Classification of Occupations) code: 722323
- Universal Carpenter – RCO code: 752201
- Fitter for walls and gypsum - board ceilings – RCO code: 712406

Figure 46. Chart on the age category of staff selected to be employed, within each respondent company, own design



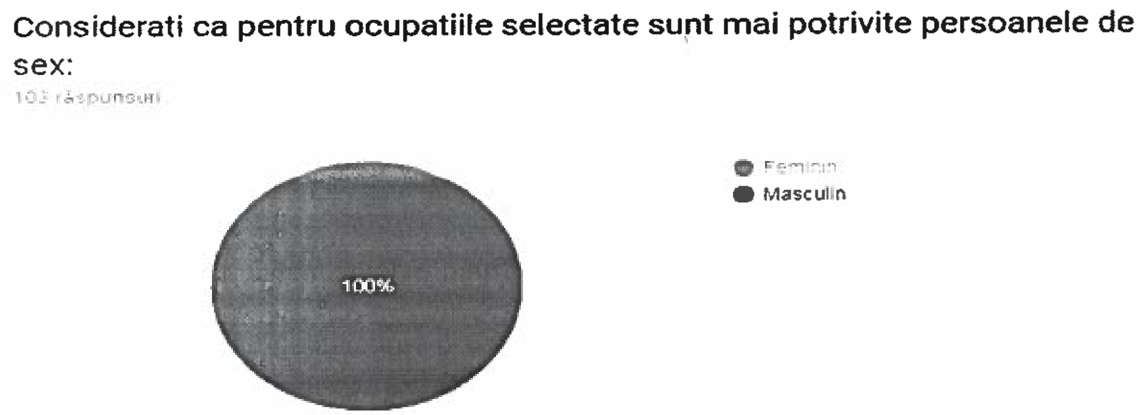
Please mention the age category of staff selected to be employed:
103 answers

16-24 years old
25-35 years old
36-45 years old
Over 45 years old ***0 20 40 60 80 100 120***

It is encouraging that the vast majority of employers want to work with the younger workforce, as shown by the analysis of the answers received, regarding the age category of the staff they want to hire. Thus, 92.2% of employers in the three counties studied want to hire people aged 25-35 and 80.6% of employers want to hire young graduates aged 16-24.

Half of respondents prefer to hire experienced staff aged 36-45 and 14.6% of employers are willing, as for some free positions within their company, requiring practical experience and solid knowledge in the field, to hire people over the age of 45.

Figure 46. Chart on the gender category of the staff selected to be employed, within each respondent company, own design

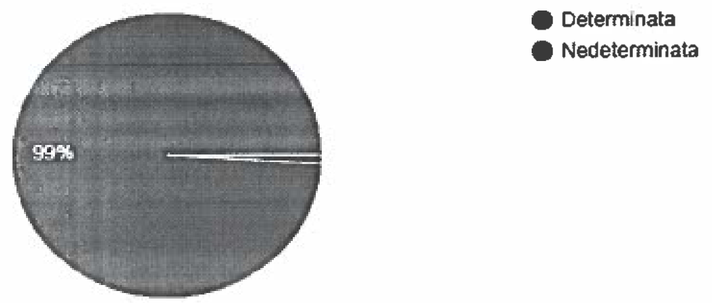


You consider that for the selected positions, more suitable are persons of:___________gender
103 answers ***Blue – Female***
100% - Red – Male

Due to the work environment that characterizes the construction field, and especially the type of qualifications based on which they need to hire staff, all employers in the three counties prefer to hire men who physically face better than women to the demands imposed by vacant jobs within their companies.

Figure 47. Chart on the interest for the type of employment contract provided within each respondent company, own design

Sunteti interesat sa angajati personal cu contract de munca pe perioada:



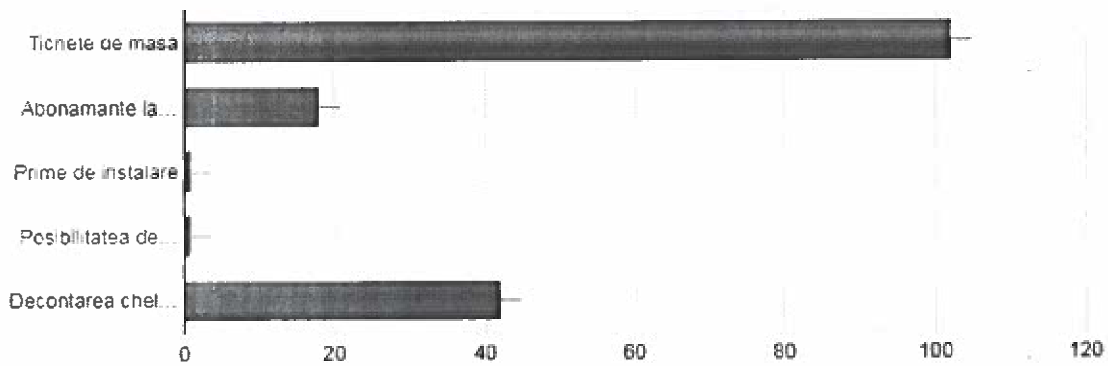
You are interested in employing staff with an employment contract for a/an definite/indefinite period of time:
103 answers

Blue – Definite
99% - Red – Indefinite

99% of the employers in the three counties are interested in hiring staff with an employment contract for an indefinite period, so that the time and the financial effort invested by the employer in the professional training of the employees can be found in the efficiency of the work done by the employee, short and medium and long term in the company.

Figure 47. Chart on the facilities included in the wage offer within each respondent company, own design

Va rugam sa specificati daca oferta salariala include si alte facilitati:



SANDU ALINA-DANA
INTERPRET-TRADUCATOR Limba ENGLEZA

Interreg V-A România-Bulgaria
Project code: 16.4.2.076
e-MS code: ROBG-151
FLC request no. 3.1
Requested amount

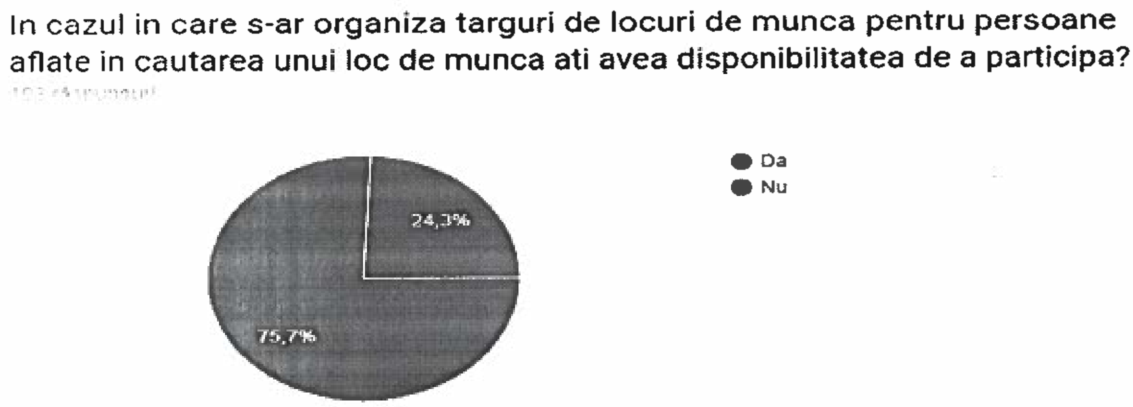
Please mention whether the wage offer includes other facilities, too:
103 answers

Meal tickets
Subscriptions to...
Accommodation benefits
The possibility to…
Settlement of expenses… ***0 20 40 60 80 100 120***

In a highly competitive labor market characterized by a shortage of qualified staff, employers in the construction field have realized that the prepared and competent human resource can no longer be retained with only a motivating salary and have become more attentive to the needs and workforce expectations, including in the salary package beside net wages and meal vouchers (99% of employers) or the settlement of transport costs (40.8%).

Medium and large enterprises offer to their employees 17.5% subscriptions to medical clinics on mandatory annual medical check-up, and a reduced share of employers take into consideration the provision of installation benefits for the young people they want to hire, as well as offering the possibility of installing the employee with his / her family, especially for married employees, who do not reside in the vicinity of the workplace and are required to commute.

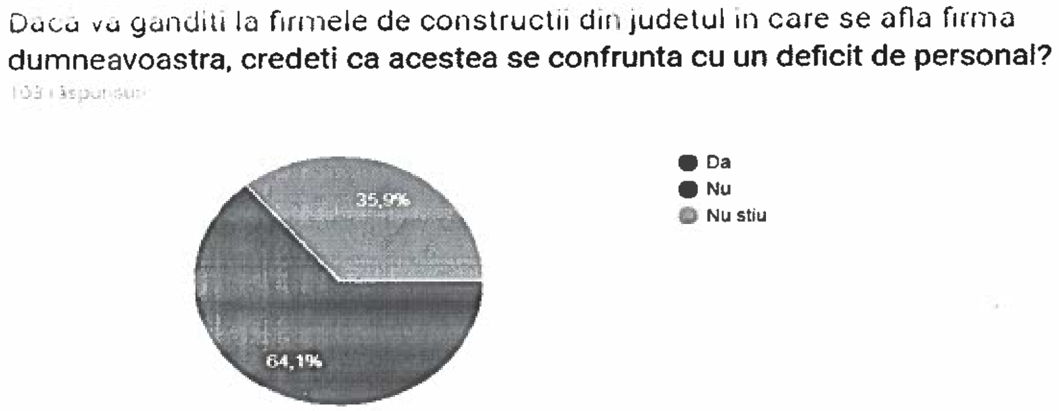
Figure 48. Chart on the willingness to participate in job fairs for each respondent company, own design



Whether job fairs would be organized for the persons who seek for a job, would you be available to participate?
103 answers ***75,7 % - Blue – Yes***
24,3 % - Red – No

With a share of 75.7%, employers in the three counties declared that they are interested in participating in job fairs, being events from where they can recruit higher and medium education workforce in the company. Employers are open to such events and show willingness to participate, being an opportunity for them to interact with potential employees.

Figure 49. Chart on the staff shortage problem faced by construction companies in the same county, own design



If you think about the construction companies in the county where your company is located, do you think they face a staff shortage?

103 answers

64,1 % - Blue – Yes
- Red – No
35,9% - Orange – I don't know

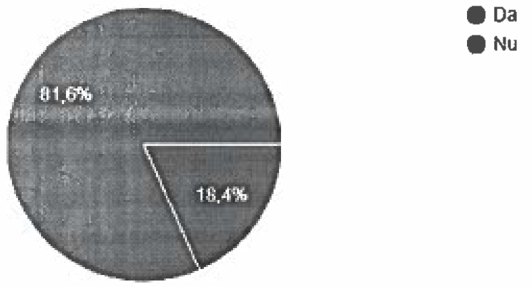
Analyzing the previous answers from the employers in the three counties, it was noticed that each of them faces a labor shortage both at the level of executor, qualified, unskilled and managerial staff.

64.1% of employers estimate correctly that the other companies in their county operating in the construction field face the same difficulties in finding and recruiting staff. Only 35.9% of employers say they do not know the exact situation in the construction field's labor market in their county, but no employer has stated that there would be any company that would not be in this situation, which brings again the reality facing the construction field: the labor shortage.

Figure 50. Chart on the possibility of foreign workforce employment within each respondent company, own design

Ati luat in considerare angajarea unei forte de munca din strainatate?

103 răspunsuri



Did you consider the possibility of foreign workforce employment?

103 answers ***18,4 % - Blue – Yes***

81,6% - Red – No

Labor shortages, with financial repercussions on the business, have determined that many employers in other sectors of the economy, especially those operating in the hotel industry, resort to the employment of foreign workers.

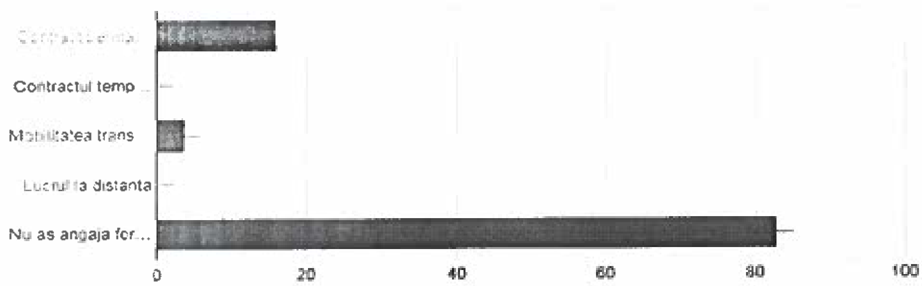
Regarding the availability of the questionnaire respondents, 81.6% of the respondents did not consider the employment of people from other countries, the construction field being characterized as a high-risk sector in the performance of certain professions, which leads to increased security of the work done - a particularly important aspect for employers.

However, 18.4% of employers, especially medium and large enterprises, who urgently need to hire staff, are willing and ready to employ a foreign workforce, to give them time and professional training so they can form mixed working teams with which to execute the contracted works.

Figure 51. Chart on the availability of labor force in the cross-border region Romania-Bulgaria, within each respondent company, own design

Daca da, ati fi dispusi sa angajati forta de munca mobila straina din regiunea transfrontaliera Bulgaria - Romania si sub ce forma?

103 răspunsuri



If so, would you be willing to hire foreign workforce from the cross-border region Bulgaria - Romania and in which form?

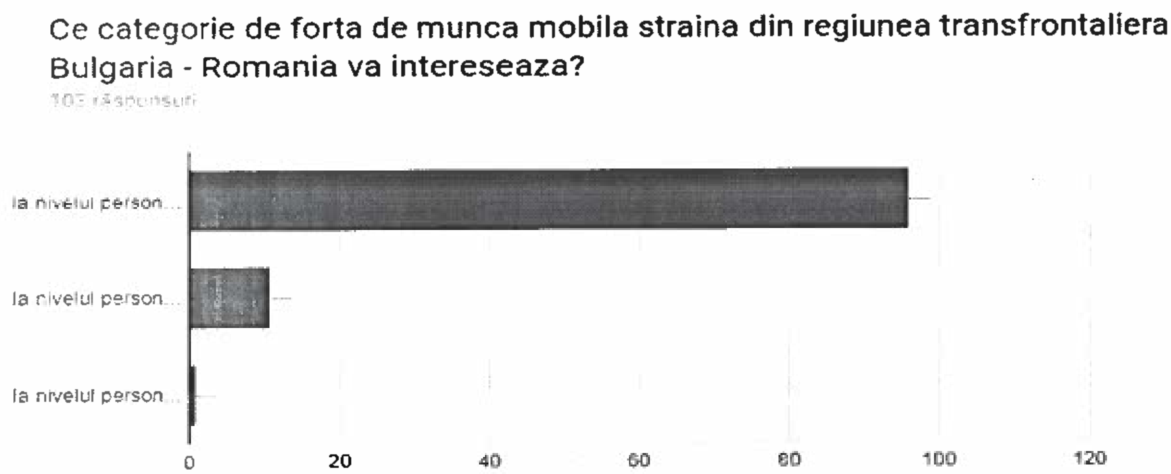
Employment contract for an indefinite period
Employment contract for a definite period
Cross-border mobility
Remote work
I would not hire foreign workforce

0 20 40 60 80 100

The same proportion of 80% of employers who are not willing to employ a foreign work force, not wanting to take risks of adapting foreign workers to the requirements of the working environment in Romania, is not willing to employ labor either from the cross-border region of Romania - Bulgaria.

However, about 20% of employers would be interested in employing Bulgarian workers under the following conditions: 15.5% are interested in employing a permanent employment contract with home change (from Bulgaria to Romania), while 3.9% of employers take into account cross-border mobility, including seasonal mobility without changing the place of residence, traveling from home to work.

Figure 52. Chart on labor force category in the cross-border region Romania-Bulgaria required to be employed in each respondent company, own design

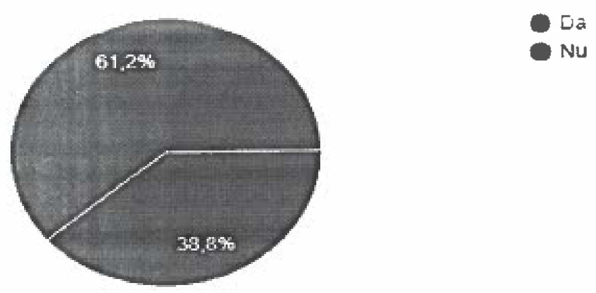


Which category of foreign workforce in the cross-border region Bulgaria-Romania are you interested in?

At staff level...
At staff level...
At staff level... 0 20 40 60 80 100 120

Those employers who have shown willingness to employ labor force in Romania-Bulgaria cross-border area are interspersed by workers at the level of 93.2% of the qualified staff, 10.7% of the unskilled staff and 1% of senior management.

Figure 53. Chart on the existence of information on dual learning within each respondent company, own design



Do you have information / knowledge on dual learning?

103 answers

38,8 % - Blue – Yes
61,2% - Red – No

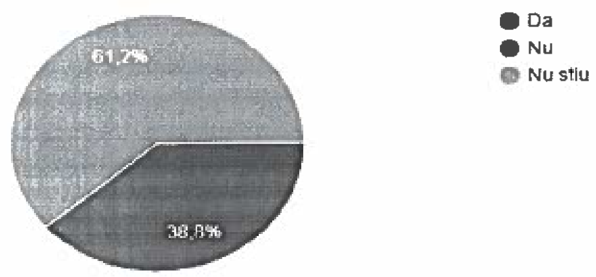
Most of the employers in the three counties responding to the questionnaire have no knowledge of dual education (61.2%), as a form of work-based vocational education, which combines vocational training organized by an economic operator, with the training organized within an educational establishment.

This would mean that more intense promotion of this proposed measure should solve the problems of the graduates' inadequate professional training and their easy fitting into the workplace.

It should be noticed that about 39% of employers have information and knowledge about dual education, being concerned about finding solutions to counteract the phenomenon of workforce shortage.

Figure 54. Chart on the interest involved in dual education programs in each respondent company, own design

Ati fi interesat sa va implicati in derularea unui astfel de tip de formare profesionala?



Would you be interested in engaging in such type of vocational training?

103 answers

38,8 % - Blue – Yes

- Red – No

61,2% - Orange – I don't know

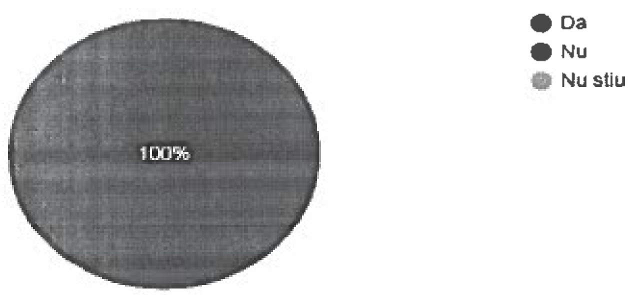
The same share of 39% of employers who answered affirmative to the previous question are interested in involving in such type of training, which enables them to recruit after the end of the contract period a professionally trained workforce that can answer much easier to job demands.

The other employers (61.2%) lacking knowledge of dual education cannot express their opinion on their interest and opening to this kind of vocational training.

Figure 55. Chart on interest in investing in employee' training in each respondent company, own design

Sunteti dispus să investiti in formarea profesionala a angajatilor dumneavoastra?

103 răspunsuri



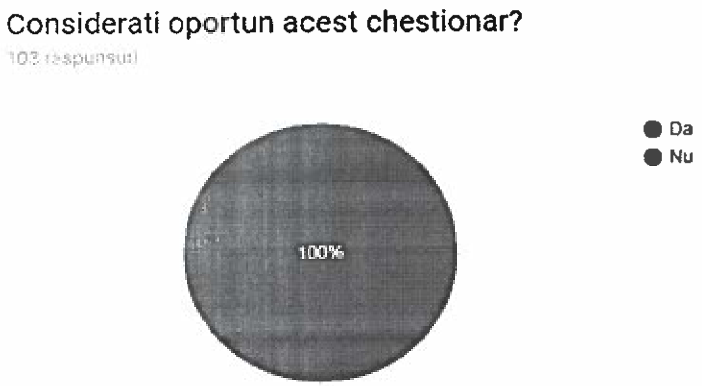
Are you willing to invest in the vocational training of your employees?

103 answers ***100 % - Blue – Yes***
- Red – No
- Orange – I don't know

All construction employers in the three counties subject to the study are willing to invest in the professional training of their own employees, being the most efficient way to have trained employees ready to meet the always changing demands of labor markets.

At the same time, employers have the expertise and skills necessary to complete the educational act in order to increase the employability and practical skills of the employees in relation to the labor market requirements.

Figure 56. Chart on the opportunity of the questionnaire for each respondent company, own design



Do you consider this questionnaire appropriate?

103 answers ***100 % - Blue – Yes***
- Red – No

All employers in the three study counties consider this questionnaire to be appropriate, which means the importance that employers attach to the way their employees are trained and prepared to cope with the demands of the labor market.

To appreciate the objective manner in which employers were open to completing the questionnaire online, they valued their employees' equity to the same extent, identified the problems faced by young graduates at the time of their recruitment, and the labor market in the construction field, they were open to attend internship and job fairs, identified the qualifications they needed to hire staff, and showed interest in hiring young people, getting involved and investing in the training of their own employees .

8.1.1. Conclusions

The research carried out among the employers in the three counties subject to the study in the Romania-Bulgaria cross-border area identified a number of requirements and recommendations from the employers in order to increase the insertion on the labor market of young graduates of secondary and higher education, as well as the performance of their employees.

As it has proposed, the study presented a more complex picture of the employers in the three counties, both according to the activity developed (firms having as activity: architecture, engineering and technical consulting, general mechanics, residential construction works and non-residential, wholesale of wood and building materials, manufacture of metallic structures and parts of metal structures, manufacture of concrete products for construction, carpentry and joinery, electrical works), and taking into account the type of the organization (micro-enterprises - 32%, small enterprises - 41.7%, medium - 23.3% and large - 2.9%).

Employers realize that the level of general and professional training of employees is directly reflected on the competitiveness and performance of their own companies and they have appreciated the performance of their own employees to the same extent, 68.9% of them declaring themselves partly satisfied with the level of training of their employees.

Asked about the positive and negative aspects of the employees in terms of professional training, most of the employers appreciated the adaptability of the employees to the requirements of the organization's internal and external environment (84.5%), the fact that their employees manage to work efficiently in team (79.6%), that they gain experience (11.7%) and become effective at work (9.7%). An aspect that is recognized by employers and needs to be corrected is that staff has low employment training (23.3%), lacking adequate professional training to employers' requirements and market rigidities, which is reflected in the productivity of the work performed, and sometimes , employers are confronted with the unerring of the employees at the workplace (5.8%).

63.1% of employers consider that their employees' level of knowledge is sufficient for their work in the company, which shows how employers are involved in training their own employees, realizing that their company's productivity is closely linked to the efficiency of the employees.

High school and university studies in Romania still have a predominantly theoretical character, with 90% of employers admitting that the level of knowledge acquired during the education period is low or insufficient, which diminishes the adaptability and employment of the young graduate on the labor market, being requiring more hours of practical training in the specialized fields.

Employers are interested in partnerships with the education system for organizing internship programs (100%) or engaging in dual education programs.

Not for a few times, employers have noticed that people come to work without having the skills and abilities needed to carry out the tasks they require, and without being aware of the requirements they have to meet.

The recommendations of 91.3% of employers for the education sector are to adjust the curriculum by including a sufficient number of hours for practical training, together with other qualities which are minuscules for graduates in employment and which should be acquired within the education system: responsibility for the work done and decision-making, individual and team communication, discipline at the workplace, the seriousness with which they carry out the tasks they are assigned with and the specialization in a certain field.

65% of employers pay attention to how their employees have the ability to work in a team and affiliate to the organizational culture of the company, demonstrating to the new employee understanding, examples of good practice so that the employee retains interest in relation to the company's competitiveness, which in time will strengthen the employee-employer relationship.

Noticing that young employees in particular have no practical knowledge of the construction field at the time of employment and aware of the importance and efficiency of a professionally trained employee within the organization, employers in the three counties are fully willing to invest in their employees by organizing initiation / qualification / requalification / specialization courses in order to prepare them to meet the company's requirements. Thus, in 2017, the number of employees in the companies undergoing the initial / qualification / requalification / specialization courses increased by 66.67% compared to the previous year.

The vast majority of employers (83.5%) who responded to the study admit that they have difficulty in finding employees for available jobs in the company, and admit that they face a shortage of staff, especially at the level of qualified executives (98,1%).

At a regional level, 64.1% of employers estimate that the entire construction field is confronted with the same problem of labor shortage as a generalized phenomenon affecting the activity of companies and the economy of the country as a whole.

The reasons for this real problem faced by the labor market are the most diverse: from the lack of vocational schools (71.8%) which can prepare and complete the theoretical part and the migration of the workforce abroad (39.8%), until the lack of interest from the labor force to occupy a position in the construction field (58.3%) and the lack of guidance and publicity of the jobs sought by the employers.

Regarding the availability and the need to recruit new staff, all employers have affirmatively answered this question for 2018, half of them intending to make employment in 2019. Most of them (42.7%) estimate to employ between 6-10 people. The number of employees differs according to the type of organization, so medium and large enterprises are willing to employ between 11-20 people, while micro-enterprises are more prudent and have a maximum employment plan of 5 people.

Depending on the answers received from the employers, the ranking of the first three jobs was made at the level of the three counties, for which cerificate qualification courses shall be organized. These are:

- Machine operator – computer numerical control tools – RCO (Romanian Classification of Occupations) code: 722323
- Universal Carpenter – RCO code: 752201
- Fitter for walls and gypsum - board ceilings – RCO code: 712406

In respect of the age category agreed by employers, they want and are willing to hire young people aged 16-24 (80.6%) and people aged 25-35 (92.2%) in which to invest through training courses in order to have trained, motivated and interested employees in the development of the company they work in.

Due to the requirements imposed by the vacant jobs in their companies, employers consider 100% that male employees are more suitable for employment, to whom they offer an employment contract for an indefinite period (99%).

The labor market in the construction field has become extremely competitive and is characterized by a shortage of qualified staff so that employers have become more attentive to the needs and expectations of the workforce, wanting to keep their employees in which they invest. In return, as compensation for the work done, 99% of employers consider, besides the net salary, the inclusion of meal vouchers or the settlement of transport costs (40.8%).

In order to find the employees they need, 75.7% of employers are open, willing and interested in participating in job fairs, being an opportunity for them to recruit potential employees.

Concerning the employment of foreign workers, 81.6% of respondents did not take this opportunity into account, being aware that they may have difficulties in adapting foreign workers from the cultural, linguistic, style of work, salary supply, situations that could create conflicts within the organization they are managing and that they are not willing to assume.

The same reserved attitude is also proved by the foreign labor force in the Romania-Bulgaria cross-border region, only 20% of the employers are willing to employ Bulgarian workers at the level of the skilled execution staff, provided that they change their domicile and accept to work with a permanent employment contract.

The study aimed to notice how employers in the three counties have information about dual education - as a form of organization of vocational education, combining organized vocational training within a company with theoretical training organized within an educational establishment. Thus, 61.2% of employers have no knowledge of dual education and therefore do not want to get involved in such training.

For this reason, it is recommended to promote this type of training both among employers and among young people as beneficiaries of the program.

100% of the construction field employers in the three counties are willing to invest in the training of their employees, benefiting from the expertise and experience required to complete the educational act in order to increase the employees' practical skills and abilities in relation to their company's requests and the labor market in general.

Vocational training is undoubtedly the safest and least costly way in the long run, the flexibility of the supply of labor, its fast structural adjustment to the conjunctural developments in demand. Therefore, prolonging schooling, increasing the youth employment rate in upper-level schools, promoting dual-level education, internship programs, promoting the alternation of school-economic activity are widely used measures of numerical flexibility in the supply of labor.

Employers questioned appreciate the questionnaire as timely, which is encouraging, as the employers are the ones who receive the benefits of labor education available to engage in the construction field and its quality depends, to a considerable extent, on the quality of work, the efficiency of the company and the economy as a whole, both on short, medium and long term.

8.2. Questionnaire dedicated to the human resource available for employment in the construction field

In order to capture the expectations and needs of the human resources available and interested in occupying a job in the three counties of the South-West Oltenia: Dolj, Olt and Mehedinti region, the study aims to carry out research on this categories (materialized in a survey based on a questionnaire), the statistical unit being represented, in this case, by natural persons who do not have a job or who intend to change their place of work, focusing mainly on the category of young people aged 16-24.

The polling base for physical persons was created by collecting information from various entities in the three counties: technical high schools, vocational schools and faculties within the university centers whose profile is connected with the construction field.

Thus, in the present case study, a quantitative, actual and detailed analysis of individuals who have no jobs or who intend to change their work place in the counties of Dolj, Olt and Mehedinti, and in the basis for interpreting data that highlights the current human resource situation has identified the needs and employment expectations of the available workforce.

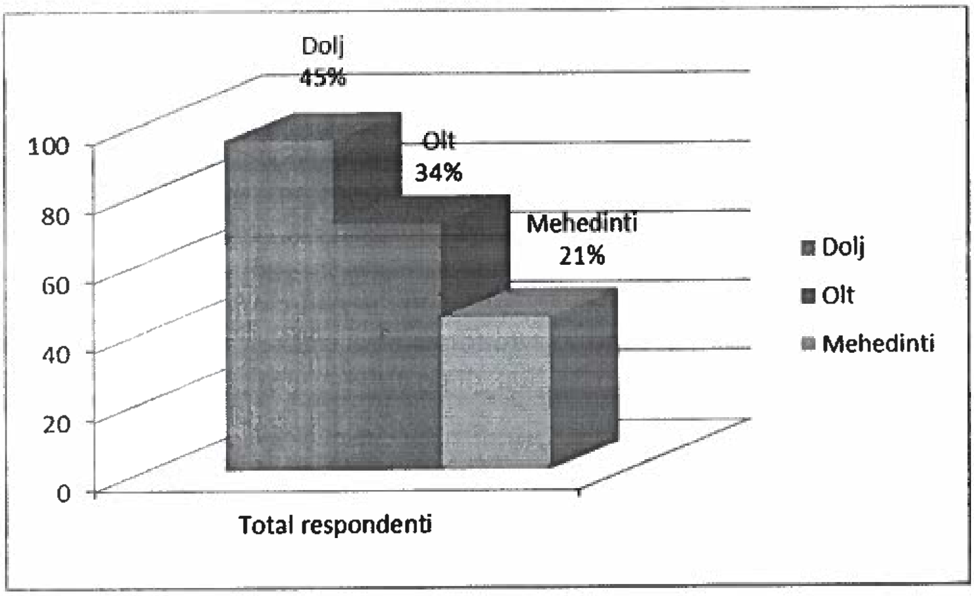
Starting from the needs identified, recommendations have been developed for employers to lead to a new approach by them to labor needs and expectations so as to counter the phenomenon of labor shortages in the construction field.

The questionnaire contains 20 questions and was sent online to 400 people, most of them being 16-24 year old from the three counties (https://docs.google.com/forms/d/1opb_ldJJlrvWyiq1GqOgcnwxftr_VfiUiXA_oSR0yDs/edit)

Answers were received from 210 people who were willing to respond to the online questionnaire by self-completion from 12.10.2017 to 12.11.2017 at https://docs.google.com/forms/d/1opb_ldJJlrvWyiq1GqOgcnwxftr_VfiUiXA_oSR0yDs/edit#responses

Depending on the place of residence, the individuals who responded to the questionnaire can be classified as follows: 95 people have a stable residence in Dolj County, 71 have a stable residence in Olt County and 44 live in Mehedinti County at the time of completing the questionnaire.

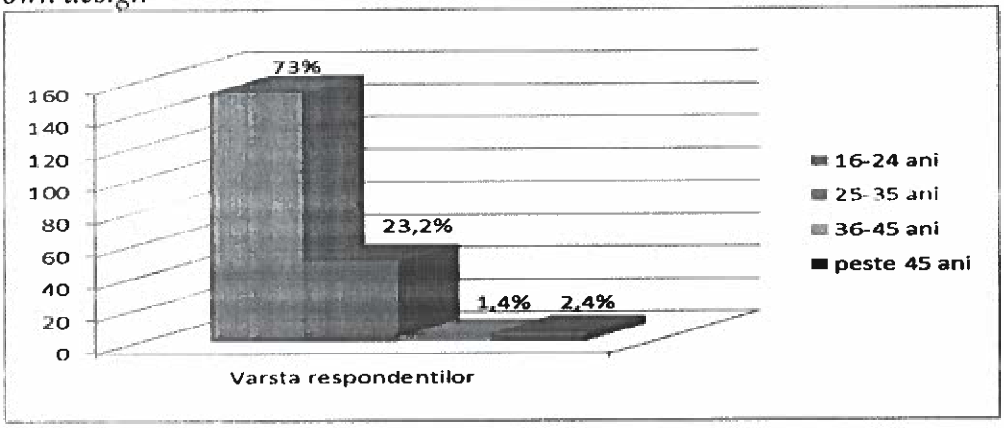
Figure 57. Chart on distribution of respondents by residence, in the three counties studied, own design



100	***Dolj – 45%***	***Blue - Dolj***
80		
60	***Olt – 34%***	***Red - Olt***
40		
20	***Mehedinti – 21%***	***Green - Mehedinti***
0		

From the point of view of the age of the respondents, we have the following classification: out of the total of 210 respondents - 153 persons are aged 16-24 years, the focus of the study being on this category of human resources, 49 respondents are aged 25-35 years, 3 respondents are aged between 36-45 years and 5 respondents are over 45 years old at the time of completing the questionnaire.

Figure 58. Chart on distribution of respondents by age, in the three counties studied, own design



160	***73% - blue - 16-24 years old***
140	
120	***23,2% - red - 25-35 years old***
100	
80	***1,4% - green - 36-45 years old***
60	
40	***2,4% - purple – more than 45 years old***
20	
0	
	Age of respondents

From the point of view of the gender of the respondents, 160 people, i.e. 76% of the respondents are male, and 24% of the respondents are female.

Depending on the civil status, 85% of the respondents, meaning 178 people said they were not married, the 13% difference confirming that they were married and 2% of respondents said they were divorced.

Out of the total respondents, only 14.5% confirmed they had children, but did not declare information regarding the age of the children.

17. Which are, in your opinion, the main causes for this qualification shortage?

lack of vocational schools ____
workforce migration ____
lack of interest ____
lack of guidance ____
lack of job advertisements required by the employer ____

18. Did your company hire or does it intend to hire new staff?

	Yes	No
During this year	____	____
Next year	____	____
2 years from now	____	____

19. If you intend to hire new staff, please mention:

19.1. Number of jobs offered within your company:

Up to 5 ____
Between 6-10 ____
Between 11-20 ____
Over 21 ____

19.2. What are the qualifications for which there is a labor shortage and you need to hire personally in your company?

Qualifications		Number of available jobs
214201	Civil, industrial and agricultural construction engineer	
214202	Civil, industrial and agricultural construction sub engineer	
214208	Construction engineer designer	
311201	Civil, industrial and agricultural construction Foreman	
311210	Site Supervisor (secondary education)	
311203	Construction technician	
711401	Concreter	
711402	Steel fixer	
711403	Prefabricated reinforced concrete elements fitter	
711404	Monolithic structures Constructor	
711501	Carpenter (exclusive restorer)	
752201	Universal carpenter	
711904	Asphalt Worker	
721203	Manual arc welder	
712102	Roofing contractor	
712201	Faience Moulder	
712202	Interior and exterior plinth fitter	

712204	Flooring Installer	
712406	Fitter for walls and gypsum - board ceilings	
712407	Assembler-fitter aluminum profiles and thermopan glass	
712409	Aluminum joinery and plastic tables worker	
712410	Thermal insulation joinery fitter	
712604	Central and gas heating plant installer	
712608	Heating power stations installer	
721407	Metallic and naval constructions locksmith	
713102	Painter	
713103	Structure Representative	
741101	Electrician construction	
721421	Constructor-installer of metal structures	
721434	Fitter for facades and curtain walls	
721410	Mechanical Locksmith	
722323	Machine operator–computer numerical control tools	
834202	Machine operator at the installations for the preparation and casting of concrete and asphalt mixtures	
931301	Unskilled worker in the demolition of buildings, masonry lining, mosaic tiles, faience, floor tiles, parquet	

20. Please specify the age category in which you would prefer the selected staff to fit:

16 - 24 years old ____
25 - 35 years old ____
36 - 45 years old ____
Over 45 years old ____

21. Do you think that the selected occupations are more suitable for the persons of:

Female ____
Male ____
gender

22. Are you interested in hiring personnel with an employment contract for a/an:

Definite ____
Indefinite ____
period

23. Please specify whether the wage offer includes other facilities:

Meal tickets ____
Medical clinic subscriptions ____
Accommodation benefits ____
Possibility to accommodate with the family ____
Reimburse of transport costs ____

24. If job fairs were organized for jobseekers would you be willing to participate?

Yes ____ No ____

25. If you think about the construction companies in the county where your company is located, do you think they face a shortage of staff?

Yes ____ No ____ I don't know ____

26. Have you considered hiring a foreign workforce?

Yes ____ No ____

27. If so, would you be willing to hire a foreign workforce from the cross-border region Bulgaria - Romania and in what form?

____ Indefinite employment contract with home change (from Bulgaria to Romania)
____ Definite employment contract with home change (from Bulgaria to Romania)
____ Cross-border mobility, including seasonal mobility without changing the place of residence, traveling from home to work
____ Remote work
____ I would not hire foreign workforce from the cross-border area Bulgaria - Romania

28. What kind of foreign workforce in the cross-border region Bulgaria - Romania are you interested in?

at the level of qualified staff ____
at the level of unqualified staff ____
at the level of management staff ____

29. Do you have information / knowledge about dual education?

Yes ____ No ____

30. Would you be interested in engaging in such a type of training?

Yes ____ No ____ I don't know ____

31. Are you willing to invest in the training of your employees?

Yes ____ No ____ I don't know ____

32. Do you consider this questionnaire appropriate?

Yes ___ No ___

<u>Identification data:</u>
Company Name:
Locality
E-mail:
Nume/position of the respondent:

Thank you for your participation!

QUESTIONNAIRE DEDICATED TO THE HUMAN RESOURCE AVAILABLE FOR EMPLOYMENT IN THE CONSTRUCTION FIELD

The purpose of this questionnaire is to create a complete picture of your expectations and availability in terms of fast integration into the construction industry.

In this sense, we are convinced that you will agree to fill in the questionnaire below, which then gives you the opportunity to correctly identify a position that suits your professional profile.

Please fill in the questionnaire below and keep in mind that the results may only be relevant if you are willing to respond objectively to the following set of questions:

Surname and First Name: ______________________________
Date of birth: ______________________________
Citizenship: ______________________________
Civil status: unmarried_____ married _____ divorced ______________
Children: yes ______________________no ______________
Age of children: ______________________________
Residence locality: ______________________________
Phone: ______________________________
E-mail: ______________________________

1. What is your level of education?
   _____ 9 forms
   _____ Vocational school
   _____ High School
   _____ Higher education

2. Do you have a stable job at present?

   Yes _____ No _____

3. Which is your accumulated service?
   _____ I do not have accumulated service
   _____ Under 2 years
   _____ Between 2-5 years
   _____ Between 5-10 years
   _____ Over 10 ani

4. How many times have you changed your job?

_____ Never
_____ 1-2 times
_____ 3-5 times
_____ More than 5 times

5. Do you consider yourself a person who easily adapts to change?
Yes _____ No _____ I don't know _____

6. How many members of your family work?

_____ None
_____ 1 member
_____ 2 members
_____ More than 3 members

7. In seeking for a job, would you be willing to be employed and commute to a locality other than the one you live in?
_____ Daily
_____ Weekly
_____ Monthly
_____ I am not willing to commute

8. If the spouse would receive a job within the same company, would that fact make you choose that job?

Yes _____ No _____

9. For what minimum amount of money (net salary) are you willing to accept a job offer?
__________ RON

10. Are you interested in an employment contract for a/an:
Definite _____ Indefinite _____

period

11. Would you be willing to work in shifts:
Yes _____ No _____

12. When are you ready for employment?

Tomorrow _____ Next month _____ Since 2018 _____

13. What other benefits, besides salary, are you expecting from your employer?

Meal tickets ____
Medical clinic subscriptions ____
Accommodation benefits ____
Possibility to accommodate with the family ____
Reimburse of transport costs ____

14. How could the employer contribute to your professional development?

_____ Free qualification / requalification / specialization courses within the company
_____ Opportunity to promote within the company

15. Do you consider an opportunity to work in the field of construction?

Yes _____ No _____ I don't know _____

16. What do you think about benefiting from a free qualification / specialization / requalification course within the company?

_____ I would greatly appreciate this
_____ I am not interested

17. Do you like to work in a team?

Yes _____ No, I prefer to work alone _____ I don't know _____

18. Do you have knowledge of:

_____ foreign languages
_____ computer

19. Do you have a driving license?

Yes _____ No _____

20. Do you suffer from any illness that could have negative consequences on your activity?

Yes _____ No _____

Thank you for your participation!