

HUMAN RESOURCES AND LABOR MARKET. THE CASE OF EUROPEAN UNION AND ROMANIA

CONSTANTIN Sanda, LUPȘA-TĂTARU Dana Adriana

Transilvania University of Brașov, Economic Sciences Faculty, Management and
Economic Informatics Department

Key words: employment, education, EU, Romania, unemployment

Extended abstract: The paper presents the main aspects concerning labor market for European Union and Romania between 2002 and 2007, mainly regarding employment, unemployment and the influence of education over employment rate. The results are of great importance for understanding the necessity of education in order to increase the employment rate and also the tendencies regarding the unemployment rate for different group ages.

The Lisbon summit in the spring of 2000 put full employment with more and better jobs on the European agenda, setting ambitious targets for the year 2010 - 70 % for the total employment rate and 60 % for the female employment rate [2, 3, 5].

In 2005, the European Commission had made new proposals regarding employment guidelines for the period 2005-2008, reflecting a switch of emphasis in favor of growth and employment. To create more and better jobs, the Commission wanted to: attract and retain more people in employment, increase labor supply and modernize social protection systems; improve the adaptability of the workforce and business sector and increase investment in human capital through better education and skills [2, 3, 5].

The target of European Union in the field of employment for 2010 being 70% [1], Romania has a long way to run, even compared with the average of the EU. The same employment policy guidelines set a target employment rate for women of 60 % [1] as an average across the EU as a whole, the level for Romania being under this target.

Regarding total population having completed at least upper secondary education, Romania remains at a higher level compared with European Union's, during the whole period. The unemployment rate, for the age group under 25 years old in Romania was greater than the average of European Union, for all the years of the analyze. As for the unemployment rate by age group between 25 and 74 years old, in Romania this was situated at a lower level than European Union's average, also for the six years analyzed.

REFERENCES

- [1] European Employment Strategy, available at: <http://ec.europa.eu/social/main.jsp?catId=101&langId=en>
- [2] Eurostat yearbook 2008. Labor market - http://epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-CD-07-001-05/EN/KS-CD-07-001-05-EN.PDF
- [3] Living conditions in Europe – Statistical pocketbook – Data 2002-2005 - epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-76-06-390/EN/KS-76-06-390-EN.PDF –
- [4] The Employment in Europe Report (2008) – <http://ec.europa.eu/social/main.jsp?langId=en&catId=89&newsId=415>
- [5] The social situation in the European Union 2005-2006 ec.europa.eu/employment_social/social_situation/docs/ssr2005_2006_en.pdf –
- [6] ***http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,45323734&_dad=portal&_schema=PORTAL&screen=welcomeref&open=/t_labour/t_earn&language=en&product=REF_TB_labour_market&root=REF_TB_labour_market&scrollto=715
- [7] *** <http://www.insse.ro/cms/files/pdf/ro/cap3.pdf>