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CONVERGENT DISCOURSES. Exploring the Contexts of Communication

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FACTORS INSERTION IN THE LABOR MARKET

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Motto: "The education you receive in college shows how little you really know."

Thomas Chandler Haliburton

Abstract: In this paper we focused the analysis and correlation of initial education and training with the labor market and find the tools to respond to challenges on the labor market. The study conducted and the information obtained was revealed that labor shortages affecting demand for skilled labor. In theory, Romania should not suffer from labor shortages, despite strong external migration. Inactivity rates are high especially among university graduates. This phenomenon is associated with the relevance that education has in relation to the labor market. This is why the desired direction towards a smart, sustainable due to the importance of education in achieving the employment rate targets. In order to increase this rate, we have achieved rapid integration of the labor market, ie the skills, competencies, qualifications conferred by education should be as close to labor market needs.

Keywords: employability, labor market, training, challenges, tools reply.

JEL Classification: A, A2, A23.

REL Classification: 4B, 12B, 4D, 8G, 12I.

Introduction

Studies on the labor market indicates a significant flow of graduate students entering directly into unemployment and outside the labor market, including through discouragement. They suggest that there are significant discrepancies that current curriculum areas they cover, meaning that fails to give students general and specific skills to make them competitive and attractive to employers. The actuality of research is *the analysis and correlation of initial education and training with the labor market and find the tools to respond to challenges on the labor market*

The purpose and objectives in research: *integration of the labor market, ie the skills, competencies, qualifications conferred by education should be as close to labor market needs.*

1.1. Elements defining the concept of factors influencing the labor market insertion

1.1.1. Research methodology

The research conducted was the application of comparative methods of analysis of data collected. Thus, it was observed that a phenomenon that has become increasingly visible in recent

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years is the coexistence of a lack of skilled labor in some sectors of the economy, while in others there is a surplus.

After graduating young people hardly find a job, and often occupy the top positions vulnerable. A dramatic change occurred in 1990, when the focus was on labor flexibility, as a main tool for reducing youth unemployment, as well as measures to improve human capital through the reform of the system of education and training professional.

Recent studies have shown that labor flexibility can enhance employability of human capital when youth is quite high. To reduce the gap "experience" between youth and adults, the education system should aim at reducing the drop, increasing flexibility and facilitating youth transition from school to work.

Young people represent an exceptional resource for the development of society, but this potential can not be exploited if the labor market is inefficient.

Thus, youth employment in the labor market is influenced by a number of factors such as *restructuring and economic developments, the proliferation of new forms of employment, increasing youth unemployment, extension of education, migration and increasing geographical mobility.*

At EU level the knowledge process of entering the labor market for young graduates and the characteristics of this process became a priority in the formulation of employment policies and of the education.

By evaluating the employability of young graduates obtain, on the one hand, a picture of young people's transition from school to work, the degree of concordance between supply and demand existing at one point in the labor market and, on the other hand, essential information on the effectiveness of education.

In Romania, as in most EU countries, youth unemployment remains a social issue with major implications throughout society, therefore facilitating the transition from school to work should become a national priority.

1.2. Features and labor market developments

1.2.1. Results and discussion

The labor market is in a process of evolving and changing ever more rapidly, the ballast of a job almost disappeared from the usual speech and the adaptability of those in competition of placement must be increasingly higher.

In recent years, the labor market has undergone a number of changes so that both graduates and employers have a new perspective regarding labor market insertion.

After completing and graduating with bachelor's and / or master's degree, university graduates specialized in various fields, wishing to find their place in the labor market, according to qualifications and level of expertise gained in years of university and post university.

If in theory, graduates situation should reflect a high level of educated population, in practice, things are not so encouraging.

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For a more fluid transition from being a university graduate at to get an employee should be a major line between existing labor supply and demand. Reality, however, shows that a growing number of graduates registered as unemployed or are in a position to retrain in order to integrate the labor market.

In this sense, it can indicate that the labor market is in constant change in a process of adaptation and customization in terms of both demand and supply of specialized labor.

Labor market performance depends largely on the correlation of education and training market requirements. Lately, on the Romanian market, it was found that there is a gap between the educational system and the labor market. Following the evolution of the labor market in the years of transition in Romania, we draw attention to several important aspects, namely:

1. Configuration labor market was marked by continued pressure in the supply of labor demand, continuously fueled by natural growth of the labor resources and the functioning of the labor market as such. Obviously, the phenomenon is not linear, representing a number of territorial peculiarities, depending on economic structure, level of development and the professional education level-existent. In most counties, the labor resources have continuously decreased due to the increasing number of pensioners, and reduce labor resources in the pipeline.

2. The employed population decline in all counties, mainly in manufacturing, followed by construction, transport and tourism. Structural changes to the economic branches occurred under the impact of the application of the Land Law, as a result of the privatization process, which have created jobs in the private sector, especially in the trade and services sectors, as a result of contraction in industrial activity state.

An increase of employment was achieved in industries such as trade, public administration, banking and financial activities, services for the population. The private sector has an important contribution to growth and employment restructuring, this sector is really the only employer of labor.

The phenomenon of unemployment was maintained and even accentuated sometimes as a result of quantitative and qualitative imbalance between labor supply and demand.

Although the scope of incidence of unemployment Includes all labor, some of which have proved more vulnerable, more resistant.

Analysis population unemployed after a series of demographic, gender, educational level, occasioned a series of findings useful for the employment policies and fighting unemployment. The most vulnerable workforce are women, on average, 47.0% of the total number of persons looking for a job.

The reasons are multiple: some fields of training, enterprise managers like attitude, others higher female labor rigidity compared to the male. Looking at the labor market, we find that unemployed university graduates is the category with the highest unemployment rate.

Conclusions

Analyzing the factors that influence young people insertion in the labor market in Romania, we believe that they are related to preparing young people for their status socio-economic changes of

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a technological nature in the companies, the effects of the global economic and financial crisis, which requires a need permanent adapt quickly to changes in the economic environment, in an environment increasingly competitive.

Young people in Romania consider school as a success factor but feels that formal education does not provide the information necessary to access the labor market. On the other hand, labor market experience before graduation has an important role, allowing easier insertion in the labor market. There is a tendency to increase the number of students who undertake before graduation, which improves their insertion.

A functional labor market is a catalyst for economic and social cohesion state because connecting to different markets of goods and generate the revenues needed to support the participation of young people gathering them and putting them in collaborative situations. From this perspective the labor market has a huge potential in social inclusion of young university graduates.

A process of retraining, a radical change of direction opposite of the study will conclude, unfortunately in most cases, a lack of efficiency of time devoted to the initial study. The implications are for a major failure of inclusion in the labor market, the loss of a lack of confidence in an economic system functional and / or educational and personal to an imbalance with negative psychosocial connotations.

However, in today's society, where there are multiple changes need to enter in the CVT systems seems unavoidable.

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