

ROMANIA'S HUMAN RESOURCES
IN THE EUROPEAN UNION ACCESSION CONTEXT

Alexandra Ionescu*

Abstract

Human resources have always been mobile, and nowadays more than ever, this quality is essential. The migration of Romania's human resources is, no more at its beginings. But if people want to work outside Romania's borders, should know how to do it, legaly and professionally.

Romania's accession to European Union managed to create confusion around the people, concerning the learning system and the labour market. All the rules were taken as a must do rather than a must understand. As an exemple to sustain this saying we have the must change the universitary studies structure and the must work at an european level. And the most important issue is that these two variables were taken separately.

What should we always take into consideration is the fact that to gain productivity of labour one must put into the efficiency ecuation the variables: study level and labour field. The result of this ecuation can't be other than economic growth.

For being economically competitive on the European Union market we have to put on this market reliable products at the requested standards. Regarding the human resources, the reliability is materialized into professional competence. The "Bologna Process" offerd us the reference points for reorganizing the universitary studies structure in order to be able to distinguish the qualification levels closely connected to the labour market requests.

Labour fields (sectors, employers, trade unions) can be described as the relation between offer and demand. Labour markets function through the interaction of workers and employers. And in the context of Romania's Accession to the European Union we can discuss about the relation between Romania's workers and European Union employers or vice versa.

These facts being given it is vital for universitary studies structure to be redefined only from the labour market demands point of view. In order to do that, first, we have to take into reflection the globalization trend that shows us we have

* Alexandra Ionescu is Assistant Professor of Management at the Romanian American University in Bucharest.

to establish a connection between Romania's Labour Market and European Union Labour Market.

The binding agent between the two markets is no other than European Qualification Framework. What other better way to follow in the context of globalization, than to have common settlements?

Putting into use the European Qualification Framework will facilitate labour market mobility across borders, using the communication between systems, following the transparency and the recognition of studies and competencies at an european level.

Using the European Qualification Framework and adapting the learning system to it, Romania will be able to put on the European Union market, human resources having recongnised knowledges and skills.

Regarding human resources, it is vital to access the information given by the European Union, for guidance in this tranzition period through which Romania passes, and to use information for the intelectual and professional forming.

Understanding the need of common settlements proves that Romania has realized that, in order to gain productivity its market has to align to the internationalisation of trade and tehnology.

And the best road for aligning to the european standards is to have access to the newest information. The lifelong learning system applied also in Romania will strenghten the human resources competitiveness on the European Union market and will also increase the human resources adaptability to different work places and structures.

Romania's human resources, in the European Union accession context, have to adapt in order to be efficient. It is hoped that until 2010, the European Qulaification Framework will be implemented and the universitary studies structure will be changed.

For this to be done, the information that reaches the people has to be relevant and signifiant.

Living in a globalized society based on knowledge, the human resources have to cooperate- national and also international – because lifelong learning can be applied, only through a variety of partenerships between people, institutions, countries¹.

The starting road for an international cooperation is to create european networks regarding professional forming. In order to be accepted on the European Union market, Romanians, have to reach the standards used in the European Union.

The most important issue is that, the European Union, through its institutes, has offered us support, for lifelong learning. As an exemple, to sustain

¹ National Council of Adult Professional Forming-Official Gazette, nr 1/2003

this saying, I offer the 2002 PHARE project, regarding "Support for the Labour and Social Solidarity and Family Ministry regarding the Continuous Professional Forming" and also the 2004 German-Romanian Project concerning the "Quality Assurance in Romania's Professional Forming". Discussing about the university studies structure, we have the "Bologna Process" that gave us the reference points for quality growth in the learning process.

What must Romanians understand, is that, Romania's accession to the European Union will not bring major changes in short time, because the migration of the human resources, is a process that lasts since the 90's, and the differences between Romania and other states from the European Union, will not be overtaken on the morning of January the 1th, 2007.

The labour force migration, reached the point were over two million Romanians work outside the borders. The problem is not, how many people choose to work in another country, the problem is: under what circumstances.

The reality is that, a large procent of these two million Romanians, are young and willing to accept anytype of work, not taking into consideration the specialization gained in the home country. It is difiult and unsatisfactory to work below the real intelectual and professional level.

During these 16 years of transition, Romanians have had problems, concerning the recognition of the diplomas gained in the country, they had to pass difficult examination to prove that they are really capable in their field.

The European Qualification Framework helps preveting this from happening, since the core characteristic is represented by the existence of an hierarchy of eight reference levels for the qualifications.

Each level of reference corresponds to a combination of knowledges, skills and general competencies. Level one represents basic general knowledges and competences, level eight represents specialised knowledge and competencies¹.

In the last period, after the Romanians proved their professionalism, recruitment firms have been created, to find more reliable and competent specialists. Statistics show that the most needed, for the European Union, are IT specialists, doctors and engineers.

Using common settlements, offers the possibility, having the needed knowledges and competeces, to apply for a job according to the gained intelectual and professional level, without passing through suplimentary examination.

¹ Commission of the European Communities- Commission starr working document- Towards an european qualification framework for lifelong learning Brussels 08.07.2005, SEC (2005) 957.

Discussing about the financial part, it is to be said, that also the salary will be offered at that level, and will not be any longer needed to accept the first offer, just to have a workplace in the European Union.

The migration of Romania's human resources is, as one can clearly see, no more at its beginnings. Learning from the past experience is a wise thing to do. Over two million Romanians traded their workplaces for better ones outside the borders, and as a result Romania will have to bring human resources from India or China .

What is real, is that anterior to January the 1st 2007, were choosing to work outside the borders, mostly human resources prepared for the executive positions, but now it is believed that a great percent of Romania's leaders, people trained to work in leadership positions, will be offered great opportunities to work in other European Union countries. More exactly is that specialists will leave the country for better work conditions and salaries.

Statistics¹ show that the Romania's medium gross proceeds was in value of 1120 RON, that being the equivalent for approximately 330 EURO, which is the reason for which more people choose to emigrate, even though this represents accepting any kind of work.

The strategy, believed to give results, is not a persuasive one. Why? Because it is said, that specialist, must work in other countries to gain more experience and skills, to work at an globalized european level, and to convince Romania's employers to raise the level of the salaries, for them to come back, in order to help Romania's economic growth. But the question that raises upon is : will the human resources come back to work in their natal country, after tasting the financial power offered outside the borders?

The European Union accession will, no doubt, offer the intellectuals workplaces at their real value. "But what will this leave us with?" is a question at which Romania's authorities must think and find solutions.

Is a success for Romania specialists to be wanted by the biggest european companies, but is a problem that the specialists will actually migrate, leaving Romania with a lack of experts, which will last until other spaeialists will be form. And that can cause a semnificatibe economic deficiency.

The difference between the actual specialists and the ones to be formed, is that the existing specialists have experience and don't posses only a theoretic approach in their field.













It is proposed that concomitant, to the transition from the Romania's Qualification Framework to the European Qualification Framework, and also from the classic universitary studies structure to the Bologna approach, to be

¹ National Institute of Statistics -Press Release-nr 28 from June the 5 th, 2006, regarding the salary, in april 2006.

introduced the obligation of the practice during the studies, and not only for a semester, but along all the years of study, so that the future specialist to be, can maintain the connection with the labour market in his field, and also to gain experience.

Introducing an extended practice, involves also a relation between institutes, companies and universities, and it also involves offering recommendations at the end of the practice period.

Statistics¹ show an evolution of the activity in the industry, construction, commerce by retail and services:

Evolution	Industry	Construction	Commerce by retail	Services
Economic Status				
Number of employees				
Prices				

So, more workplaces will be created in Romania, as a result of the growth of the activity.

The practice is the best way, for the human resources, to become an specialist. As it is known, after graduating, one can not apply, mostly, for a job in the specialization domain since one has a lack of experience. Practice must be put at the level of experience, even though was not made under a paycheck support.

A person can become specialist only if it takes an activity and makes it step by step and understands it, not if it studies for three, four or five years in a library.

¹ National Institute of Statistics -Press Release-nr 48 from October the 2 nd. 2006, regarding the salary, in april 2006.

That is the reason for which, the states that form the European Union thought at the European Qualification Framework as an settlement that shows not only the level of knowledges obtained during the learning period, but also the skills and competences of a person.

Aligning ourselves, as a country, to the common settlements is an important step to be made, but the purpose of the aligning must not be “working in another country” but “helping Romania’s economic growth” and “helping Romania to become a real competitive force” on the European Union market.

And from this point of view a culture mult be created, Romanians must be well informed about the advantages of working outside the border and the advantages offered by the home country.

It is to be said, as I underlined above that over two millions Romanians work in other countries, but a small procent of them work on their specialization and with legal forms, meanwhile, statistics show that over 50% of the foreigners work in Romania with legal forms.

The reality is that, for now, Romanians desire to work outside the borders even though that means working with no legal forms. This issue should not offend us but it should make us wonder, “why is that?” and “what can we do about it”.

The answer to the first question is simple and real: because not creating conditions for the human resorces to evolve, managed to give birth to a chain of weaknesses.

When Romanians leave the country, they must have a contract with a foreign employer, or they should have a period in which they can sign a contract with foreign employers. That includes an surveillance from the Romanian authorities, to help finding workplaces and also to help preventing “no legal forms” work.

Regarding Romanians contribution to the state authorities, must be taken into consideration the next hypothesis: romanian specialists do not have conditions to work in the country, so they leave outside the borders, paying taxes to the institutes of the country in which they work, leaving us with a minus of contributions for our institutes (Health, Education, Social Security and others).

That means that the active labour force has to pay more taxes to cover also the taxes of the ones that left the country. The taxes being too big, the ones who did not choose to leave the country, in the first instance, are starting to think about it, now. And as a last resort, Romania will have to hire other countris human resources, paying them the same salaries as in their own countries.

The solution, for preventing this from happening, is creating opportunities for the young specilalists inside our borders; and by opportunities, is to be understood: institutes where they can observe the practical approach of an process

after learning about it, workplaces after graduation, with no “at least one year experience in the field”¹ and financial offer at their level.

Implementing the European Qualification Framework, with the purpose of raising ourselves at the European standards in order to offer products and services at the requested level, helping Romania to become more competitive, is the starting point for offering young specialists new opportunities. It is real that, it will be a long process but it is a Future, and for the young specialists to stay in the country must exist something to believe in.

In time, after Romania manages to overtake the differences between her and the other European Union countries, and will start to put on the market, on time, reliable products, she will have the financial power to keep its specialists and to request also specialists from outside the borders, to gain information and experience, in order to offer needed products at the needed standards.

The migration of human resources should not be understood as: the possibility for our specialists to work outside the borders and never return in the home country, but as an exchange of specialists; that means that if five Romanian specialists leave the country five European specialists must enter the country, so Romania can maintain a higher competitive level.

Romania's human resources in the European Union accession context, will pass through different changes, as it follows: at the beginning a large number of human resources will leave the country, in search of better paid workplaces, then after gaining experience and financial power will come back in the country, to start new businesses that will lead to Romania's economic growth.

When this will happen, we will have two types of specialists: the ones formed in the country² and the ones formed outside the country³, and also opportunities for both.

It is a big step for Romania to become a part of the European Union, and for the human resources is a major step, considering that until now, for the economic growth of a country, were discussed only: technology, innovation and the efficient distribution of the goods and services issues, from now on, the human resources quality will be essential for raising Romania's competitive level.

¹ If the work experience will be a condition for being hired, and no chances for this to be gained will be offered, the young specialist will have no chance in working on their qualification, and they will try to find better conditions in the other European Union countries.

² The intellectual and professional forming will follow the „Bologna Process” reference points and also the skills and competences given in the European Qualification Framework.

³ The forming outside the borders will be fundamented on the experience gained by working, with legal forms, in the European institutions.

A study¹ shows that Romania has, for the moment, a lack of labour force in the construction field, even though the researchers appreciate that this will be one of the domain that will evolve.

One of the cause of this lack, can be considered the migration of the unqualified labour force from Romania to the other European Union states.

The results of the study show that, the most predictable result on the labour market in 2010, will divide the request for qualified personnel, as it follows: 35-37% in commercial services, 22-24% in industry, 20-21% in agriculture, 10-11% in public services and 6-7% in constructions.

For making this previsions for 2006-2010 period were taken into consideration a 5,5% anual economic growth, an 35% increase of the gross investments and a 6% work productivity growth.

In the accession to the European Union context, new qualification will appear, an Romania's human resources will have to adapt. This is the reason for which until 2010, the Ministry of Work Social Solidarity and Family, has to adapt Romania's Qualification Framework to the European Qualification Framework.

Until 2010, the new university studies structure would have been implemented and understood and the labour market would have found the balance between demand and request.

Today's labor economy faces new challenges entirely unlike those of the past, when a workplace offered stability. With increased international outsourcing human resources have to be flexible in order to adapt to new types of labour.

In conclusion, the university studies structure and content must be in permanent coordination with the labour market demand, in order to form needed specialists that find after the graduation a workplace. Also the professional forming of Romania's human resources must adapt to the European Union demands, in order to have an unique labour market the people must follow the same standards.

The previsions given by the researchers, for the 2006-2010 period, can be considered a fundamental base, for the following professional forming. In order not to have a lack of specialists in one field or too many specialists in another, the reserchers give the orientation points for people to choose qualifications in the Romania's European Union Accession context.

¹ "The Evolution of employment on Romania's labour market in the 2010 year " – initiated by the Ministry of Work, Social Solidarity and Family, and realized by the Scientifical Research National Institute in the work and social protection field , Bucharest, 2006-. The study was made on 1.100 companies from the eight development regions.

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