

# Employment Opportunities in the Romanian Market for the Roma and Current Unemployed Women

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## **Abstract:**

The project entitled "Development of specific training programs to increase social inclusion in order to improve access to the labor market" and the study "Employment opportunities for the various vulnerable groups on the labor market in Romania" contribute to one of the main objectives of the EU 2020 strategy: increasing economic inclusion through the human resources development and by promoting social inclusion.

The results of this paper aim to complete qualitatively the statistical surveys and analyses in the area, including also the social actors' perspective on the labor market (the representatives of the private business environment, the state institutional environment and the NGO sector).

In the first part of the study there are highlighted the features of the social realities of the Romanian labor market, involving phenomena such as an alarming increase of unemployment, reducing employment or vulnerable groups.

The study begins with an overview of the integration of these two vulnerable groups in the labor market as reflected in the European and national strategies and researches in the field, and continues with a presentation of the qualitative methodology used in the research study called "Employment opportunities for different vulnerable groups in the labor market in Romania".

The research findings are then thematically presented as it follows: the need for specific employment opportunities for vulnerable groups, the employment opportunities in Romania for Roma people and for recently unemployed women, additional problems or benefits for Roma, additional problems or benefits for unemployed women, the use of employment opportunities, the responsibility for existing employment opportunities, lines of action, concrete proposals from the representatives of public institutions, NGOs and private companies, as well.

In the interviewed persons' responses there have been identified the factors promoting / hindering the employment opportunities for those two vulnerable groups, on the one hand, and the factors supporting / hindering the development of employment opportunities for the vulnerable groups, on the other hand.

Using a qualitative methodology for data collection and analysis in this research there have been revealed the following conclusions and recommendations considered important and essential for the successful implementation of citizen-oriented and realistic employment policies:

- a need of educational policies to facilitate the development and implementation of specific policies in the area of vulnerable groups' employment;
- an integrated approach of promoting policies of women's participation in the labor market combining the personal and the professional development;
- the educational policies must be correlated with those in the employment area (for unemployment decrease, job creation) in order to determine a real improvement in the socio-economic situation;
- publishing, promoting and multiplying models of good practice in the employment area which are starting points in building successful social policies in Romania;
- actions to transform the negative attributes of existing opportunities ("little", "insignificant", "not popularized enough", "impaired communication, coordination and management", "elaborated without a market study", "there are small and few steps", "do not stimulate employers", "quite low") into positive characteristics in developing and implementing quality policies in the field: numerous, popularized, efficiently transmitted, coordinated and managed, carried out in scientific studies, made with impressive strides, boost the key players on the labor market, in accordance with the requirements etc;

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- strategies for recovery and development of employment opportunities considering the characteristics of both the target group, and the labor market and the Romanian society, as well;
- an important role is played by all stakeholders involvement in this field;
- the strategies objectives in this area should take into account the specific proposals of the representatives of the private business environment, the NGOs' representatives, the representatives of institutions working in the field and the vulnerable groups;
- any action in employment field should have characteristics such as flexibility and adaptability in order to fulfill the needs of the individual, institutional, community and social resources.

Following the present research results several recommendations are highlighted, and these can be the basis of building employment policies that contribute to real social integration of vulnerable groups.

**Keywords:** employment opportunities, Roma people, unemployed women, strategies.