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'Youngsters Nowadays. Where from, Where to?'
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THE SURVEY ON THE ROMANIAN JOB MARKET

In Romania, the situation of the job market is to be viewed as a process between the qualifications that people have, the salaries that are offered, the new positions that are made available in the companies who manage to find suitable contracts for their products on the European market which is in a continuous change.

The average annual rate of job vacancies according to the economic activity

In 2017

Informations and communication	4%
Education	5%
Administrative and support services	6%

Transportation and storage	6%
Wholesale or retail automotive repair and motorcycles	10%
Public administration and defense	17%
Health and social assist activities	18%
Industry	31%
Constructions	3%

Average annual by economic activity:

Others job activities	Art and Divertisement	Transport and Storage	Public Administration and Defence	Mining and Quarries	Building	Agriculture and Siviculture and Fishing	Infor and Com
249.4%	90.9%	88.1%	-57.2%	-64.8%	-69.2%	-59.8%	199.9%

In terms of job offer, it is noticeable that the population will continue declining with about 10% in comparison with last 20 years.

Year	2015	2020	2025	2030	2035	2040
	19,877	19,388	18,927	18,464	17,974	17,463

In the year 2016, the medium number of employees from the public sector represented 26% of the total number of employees, with the South-West and Nord East Regions having the biggest percent.

- The Number of Employees : Private vs Public

Year	Public	Private
2016	1227 (26%)	3532
2012	1266 (28%)	3177
2008	1454 (29%)	3592

The Productivity Index adjusted to the Salary Level 2015 vs 2008

North-West	24%
Center	24%
Nord-East	34%
South-East	27%
South-Wallachia	27%
Bucharest-Ilfov	21%
South-West Oltenia	37%
West	22%

Administrative and Support activities	-19%
Professional, Scientific and Technical Activities	-24%
Real Estate	-27%
Information and Communication	-29%
Accommodation Activities and Food Services	-26%
Transport and Storage	6%
Wholesale or Retail Trading, Vehicle or Motorcycle Repair	-17%
Construction	0%

Water supply, Sewarage, Waste Management, and Fixing Activities	-14%
Electric Energy Supply, gas, steam and Air Conditioning	31%
Industry	-13%
Mining	0%

The Work-Productivity Rate adjusted to the salary equals the resulting amount divided by the personal costs. It is afterwards adjusted to the number of paid workers.

How will the number of employees in a company change in 2019?

For 2 consecutive years, only 3% of companies estimate that the number of employees in the company will drop.

DROP	3%
REMAIN CONSTANT	23%
INCREASE BELOW 10%	34%
INCREASE UNDER 10%	40%

What kind of candidates are most important in 2019?

The percentage of jobs for juniors increased by 5% in 2019.

The distribution of jobs for experienced specialists and managers is similar to last year's solvents.

MANAGERS (TEAM LEADER, DEPARTMENT MANAGER)	12%
SPECIALISTS (OVER 3 YEARS EXPERIENCE)	38%
JUNIORS (STUDENTS, UNDER 3 YEARS EXPERIENCE)	50%

Which are the fields most likely to make recruitments for jobs employment in 2019?

After 3 consecutive years of maintenance in top, SALES have declined on the second position, being surpassed by the IT Software domain. These are followed by Customer support-Client section.

In addition, the area focused on Contability-Finances has flourshingly risen on the 4th position reporting to the one from last year.

LEGAL	1,36%
ACQUISITIONS	3,98%
IT HARDWARE	4,66%
MARKETING-PR-ADVERTISING	5,11%
OTHERS	5,45%
ADMINISTRATIVE	6,48%
PRODUCTION	7,39%
HUMAN RSOURCES-TRAINING	8,41%

ENGINEERING- TECHNICAL	9,00%
ACCOUNTING- FINANCES	10,00%
CUSTOMER SUPPORT-CLIENT SERVICE	12,00%
SALES-COMERCIAL	13,00%

IT SOFTWARE	13,18%
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How many Internship/ training programs will be opened in 2019?

ANSWERS	PERCENTAGES
We want to find more over 10 interns	15%
We want to find between 3 to 10 interns	21%
We want to find maximum 3 interns	27%
No	37%

Statistics show that 63% of the companies which had taken part in this survey declared they will recruit interns in the year 2019.

What the most important qualities for recruiting juniors are

Past work experience	20.04%
Internship	18.76%
Faculty specialization	12.82%
Extracurricular activities	10.38%
Involvement in student NGO	10.48%
Bilingualism	10.00%
Possession of certifications	5.47%
Studies abroad	4.31%
Other	3.84%
Good academic results	3.72%

In the last three years internship programs were on the top of the classament, and this year past work experience is the most important quality that will count on hiring.

The percentage of the companies that care about certifications doubled.

How many students stay in the company at the end of an internship

Percentage of students that stay in the company	Number of employers that responded
5%	4%
5-10%	10.60%

10-30%	16.80%
30-50%	17.70%
70-90%	34.00%
90-100%	13.20%

34% of the employers want to hire over 70% of the students that were involved in one of the internship or trainee programs of their company.

RECRUITING SENIORS

The number of the positions available for the experienced specialists in 2019 in each company

More than 50 new posts	8%
Between 10-50 new posts	32%
Less than 10 new posts	54%
We will not have	65

94% of employers are looking for experienced specialists. There is an increase of 2% compared to last year

Certifications	2.11%
The reputation of the companies they worked in the past	1.11%
Another one	1.03%

The average time of the recruitment process

42% of the employers have declared that the process of recruitment takes about 1 month.

2 weeks	1 month	2 months	More than 2 months	Other
32%	42%	11%	8%	7%

The steps for recruitment process

Interview with the manager	Interview with the recruiter	Probation test	Phone interview	Skype Interview	Group Interview	Psychological test	Assesment Center	O
23,98%	23,29%	18,20%	12,76%	6,98%	4,14%	3,96%	3%	1,

Other answers: technical interview; verification of references, going through videos of the E-learning platform.

Almost half of the companies include the interview with the manager and the interview with the recruiter in the process of recruitment.

The “soft skills” abilities the recruiters want

Flexibility, adaptation	15,21%
Communication skills	14,67%
Proactivity	10%
The orientation toward results	9,70%
Continious learning capacity	9,38%

Teamwork	7,55%
Problems solving	6,14%
Efficiency	5,07%
Analyzing capacity	4,31%
Time and priorities management	3,77%
Social intelligence	3,66%
Multitasking	2,48%
Stress management	2,48%
Independent work capacity	2,26%
Project management ability	1,83%
Leadership	1,29%
Others	0,21%

- In 2019, the flexibility and adaptation requirement reached the first position followed by the communication skills on the second place in TOP 3.
- The least important requirements are: leadership, project management and independent work.
- As in previous years, the communication skills and the social ones, remain the most important requirement on the basis of which companies will choose their future employees in 2019.
- Continuous learning capacity is for the first time in top with a percent of 9,38%; which is determined by the fact that the majority of jobs come with a period of development at the work environment

Top of industries according to wages offered

Work Fields	Salaries(Ron)
Service activity in information technology, computer service activities	6.380
Air transport	5.390
Financial intermediation and insurance	4.654
Telecommunications	3.902
Extractive industry	3.700

The possibility to work remotely that the companies give

10-15 days	3.53%
2 days	8.00%
3 days	8.03%
More than 5 days	8.03%
Outher	10.61%
1 day	11.25%
It's not efficient in our organization	24.75%
We don t offer	26.04%

Half of the companies say it gives them the possibility of higher education employees to work remotely.

We appreciate the candidates who are curious not only about job responsibilities and how they can grow in the company, but who also want to know about the company's culture, about the values (or principles) we follow here, what kind of team we have and about way of working. But we also enjoy

when we are asked about what we do in our free time, or about different projects they have seen on our website or online, or whether we are open to new ideas or proposals from them. A candidate who does the themes well before coming to the interview has an advantage at first/

As for the questions that should not be asked by candidates, it would be those related to salary and benefits before discussing the job itself and the expectations of everyone and ours. It was happening to be asked about the salary offer before we know the candidate in person.

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