

THE LABOR MARKET- RES IN SPECIALIST RELATIONSHIP

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Abstract: *In this paper we want to present the results of the questionnaire analysis addressed to the representatives of small and medium companies, polled within the project: Romania-Bulgaria joint cooperation for sustainable and long-term development of young human source of renewable energy technologies in order to overcome the socio-cultural barrier and to find common opportunities for work and employment in the border area.*

Keywords: renewable energy resources, Romanian-Bulgarian cross border area, labor market

1.THE INTEREST SHOWN BY COMPANIES IN THE FIELD OF RENEWABLE ENERGY RESOURCES

We begin by recalling that most people do not do anything but consume energy reserves and help environmental pollution to an extent so great that we reckon one should bear in mind that they are not the last generation on Earth. It is true that we cannot do without power and on the one hand most of the production process and thus the profit is achieved by power consumption, but on the other hand power consumption means exhaust emissions, greenhouse global warming and resource depletion, all of this summing up to a questionable future for the next generations.

Solving this problem can be achieved by using renewable energy resources. Renewable energy is one of the areas that promise safe investment for the future. In the last two years the number of investors, both Romanian and foreign, increased significantly, Romania becoming thereby a country generating green energy with a capacity of 1.541 MW. Development in this area is credited by funding programs of the European Commission on boosting renewable energy in the future.

Industrial competitiveness - the development and improvement of solutions for the integration of renewable energies shall create new business opportunities for expansion of the market, especially for SMEs. They could help, by their interest in the field, to the creation of a large numbers of jobs. In this respect, we want to as to present the information obtained through the questionnaires delivered to the participants, the companies representatives in workshop on renewable energy field organized by the "Mircea cel Batran" Naval Academy RES-Constanta - October 2011.

The questions had only one possible answer or they were multiple choice-questions. We must stress the fact that several respondents chose to give multiple answers, where they found it necessary. We centralized the results every time and we illustrated this by using appropriate diagrams.

So the first question was:

- What is your position held by the company?

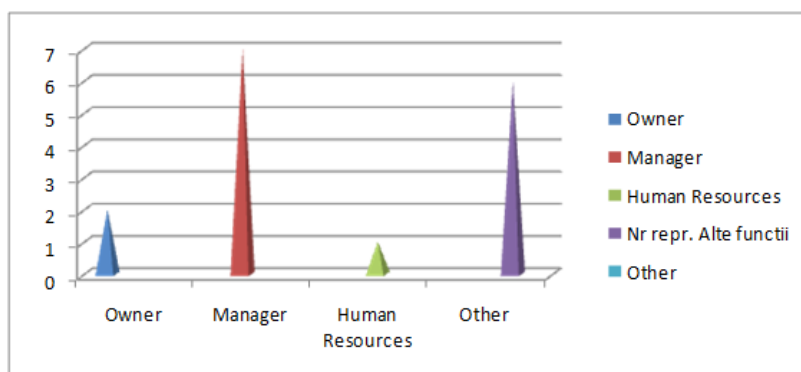
The persons asked could choose their answer among the following:

- Owner
- Manager
- Human Resources
- Other

| Owner | Manager | Human Resources | Other |
|-------|---------|-----------------|-------|
| 2 | 7 | 1 | 6 |

Results in percentages

| Total | Owner | Managers | Repr.Human Resources | Other position |
|-------|-------|----------|----------------------|----------------|
| 16 | 12,5% | 43,75% | 6,25% | 37,5% |



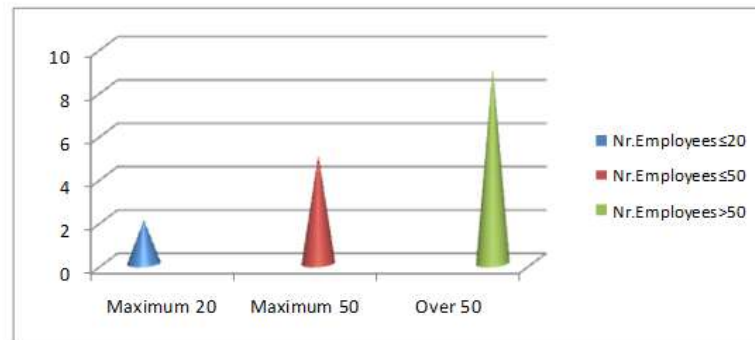
The second question was related to the number of employees working with the company at the time and the respondents had to choose between three options that we have highlighted, namely:

- How many employees are there in your company?
- maximum 20
- maximum 50
- over 50

| Nr. Employees ≤ 20 | Nr. Employees ≤ 50 | Nr. Employees > 50 |
|-------------------------|-------------------------|----------------------|
| 2 | 5 | 9 |

The result in percentages:

| Number of companies | Nr. Employees ≤ 20 | Nr. Employees ≤ 50 | Nr. Employees > 50 |
|---------------------|-------------------------|-------------------------|----------------------|
| 16 | 12,5% | 31,25% | 56,25% |



The next question was related to main reasons that cause unemployment in our region.

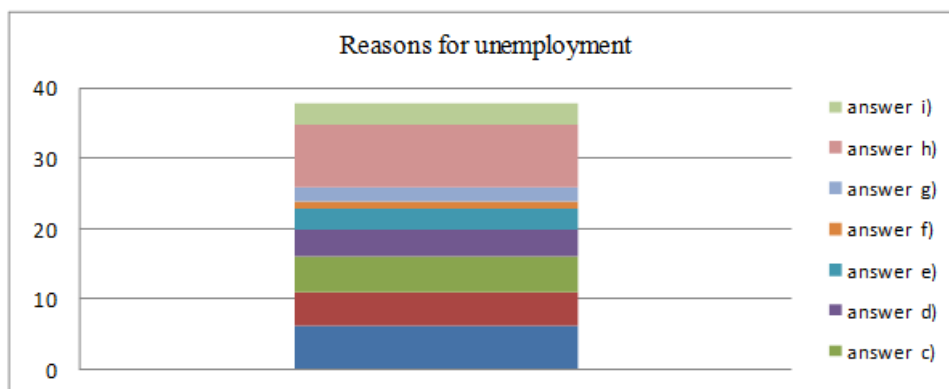
- What are, in your opinion, the main reasons for unemployment in your area? (You can tick more than one answer)

- a) lack of conditions necessary for business development
- b) lack of sufficient manufacturing companies
- c) insufficient skills of unemployed people
- d) discrepancies between the qualifications of unemployed people and the vacancies on the labor market
- e) lack of information regarding jobs
- f) the age of unemployed persons
- g) low wages for the labor force
- h) economic crisis
- i) others

| Total number | a | b | c | d | e | f | g | h | i |
|--------------|---|---|---|---|---|---|---|---|---|
| 16 | 6 | 5 | 5 | 4 | 3 | 1 | 2 | 9 | 3 |

The result in percentages:

| Total number | a | b | c | d | e | f | g | h | i |
|--------------|-------|--------|--------|----|--------|-------|--------|--------|--------|
| 16 | 7,5 % | 31,25% | 31,25% | 5% | 18,75% | 6,25% | 12,50% | 56,25% | 18,75% |



The idea that unemployment can be generated and that there is a need of changing the workplace we thought it would be necessary to know the reasons that lead to changing jobs and this way we addressed this question to which respondents had to provide multiple answers.

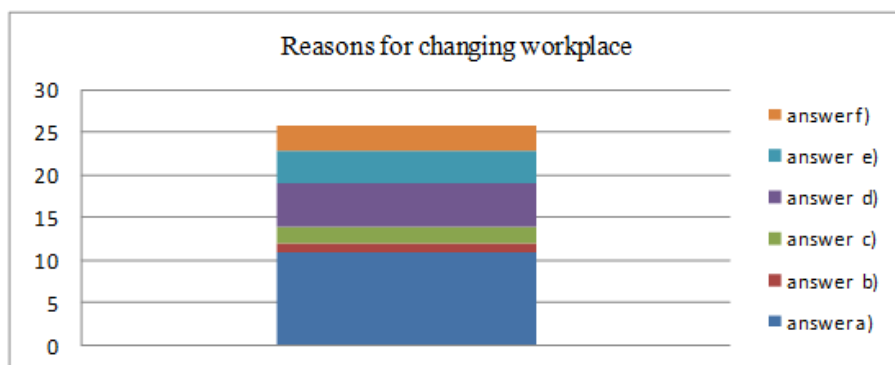
- In your opinion, what are the reasons that cause some persons to constantly change work or alternating periods of employment with unemployment?

- a) inadequate payment
- b) inappropriate attitude of the employer towards the employee
- c) lack of an appropriate place to work
- d) lack of prospects for career development
- e) insufficient qualifications for the position held
- f) other

| Total number | a | b | c | d | e | f |
|--------------|----|---|---|---|---|---|
| 16 | 11 | 1 | 2 | 5 | 4 | 3 |

The result in percentages:

| Total number | a | b | c | d | e | f |
|--------------|--------|-------|--------|--------|-----|--------|
| 16 | 68,75% | 6,25% | 12,50% | 31,25% | 25% | 18,75% |



Our purpose as trainers, is to reduce the number of unemployed, especially among young people, therefore we considered the following question:

In your opinion, does the work of the following organizations positively influence the unemployment rate in your region?

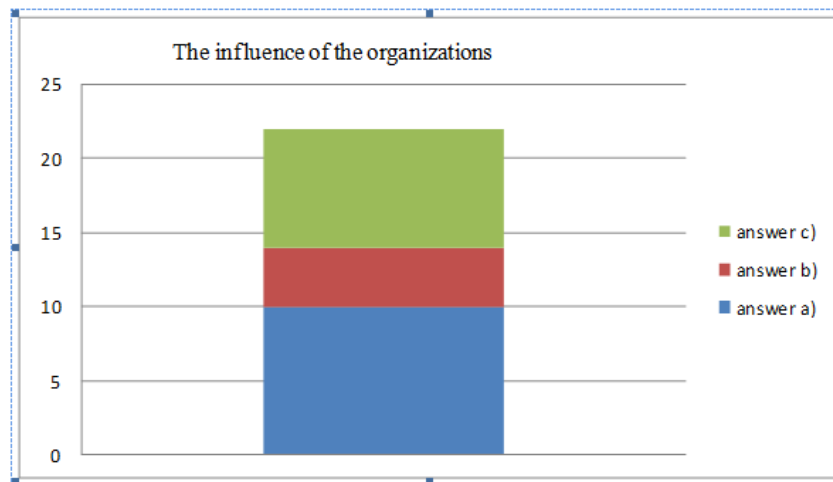
- a) the Labor Forces
- b) The Job Fairs
- c) Centers for career

We mention that this time there were respondents who chose multiple answers, and this proves how necessary the involvement of the organizations we chose is in reducing the number of unemployed people.

| Total number | Labor Forces | Job Fairs | Centers for career development |
|--------------|--------------|-----------|--------------------------------|
| 16 | 10 | 4 | 8 |

The result in percentages:

| Total number | Labor Forces | Job Fairs | Centers for career development |
|--------------|--------------|-----------|--------------------------------|
| 16 | 62,50% | 25% | 50% |



The topic of our research project being the long-term, sustainable development of young human resources in the field of renewable energy technologies, we addressed the following questions:

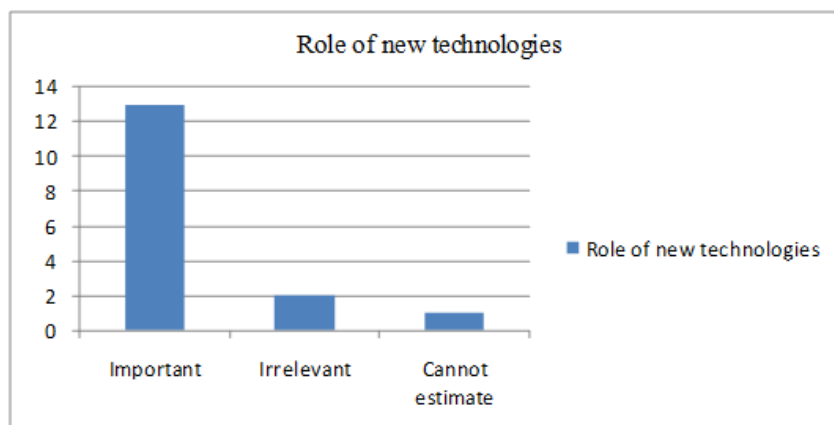
What role do new technologies related to renewable energy sources play in creating job opportunities?

- Important
- Irrelevant
- Cannot estimate

| Total number | Important | Irrelevant | Cannot estimate |
|--------------|-----------|------------|-----------------|
| 16 | 13 | 2 | 1 |

The result in percentages:

| Total number | Important | Irrelevant | Cannot estimate |
|--------------|-----------|------------|-----------------|
| 16 | 81,25% | 12,50% | 6,25% |



We are very much aware that all of the renewable energy technology is a new field leads to obtaining specialists and this can be achieved only by means of an ongoing cooperation. That is why we deemed appropriate the following question:

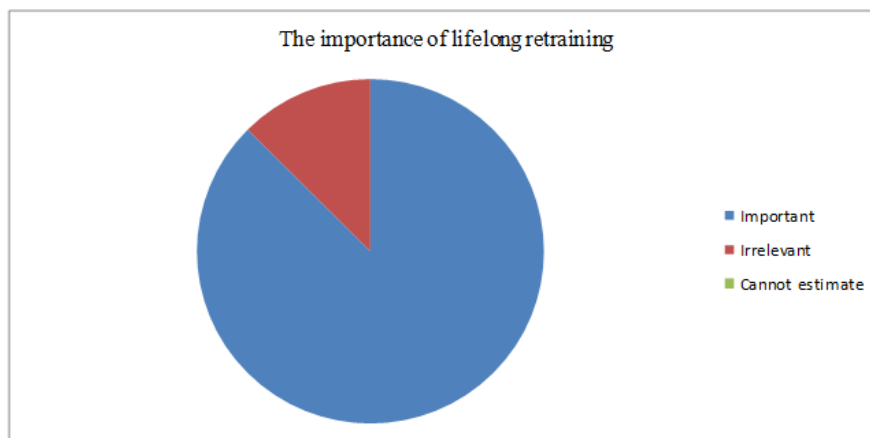
How important is lifelong retraining for the purpose of decreasing the unemployment rate?

- Important
- Irrelevant
- Cannot estimate

| Total number | Important | Irrelevant | Cannot estimate |
|--------------|-----------|------------|-----------------|
| 16 | 14 | 2 | 0 |

The result in percentages:

| Total number | Important | Irrelevant | Cannot estimate |
|--------------|-----------|------------|-----------------|
| 16 | 87,50% | 12,50% | 0% |



Retraining involves the attendance of specific courses aimed at introducing and preparing students for the new working places, and that is why we stated the following question:

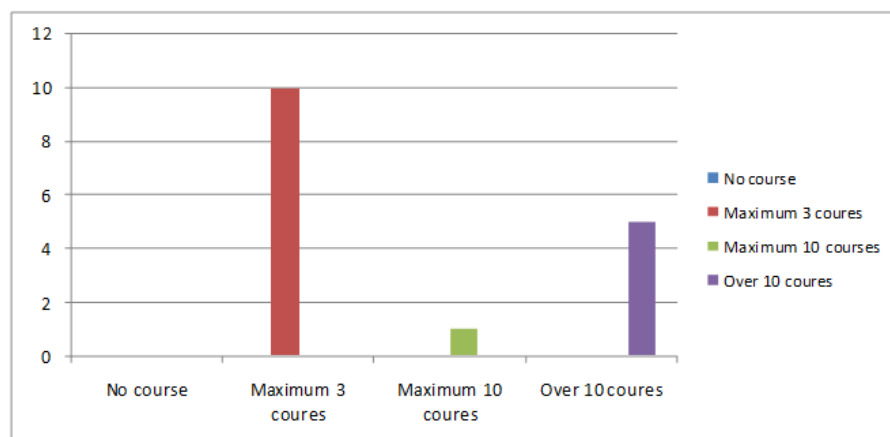
- How many training courses have you made available to the employees of your company in the last two years?:

- No course
- Maximum 3 courses
- Maximum 10 courses
- Over 10 courses

| Total number | No course | Maximum 3 courses | Maximum 10 courses | Over 10 courses |
|--------------|-----------|-------------------|--------------------|-----------------|
| 16 | 0 | 10 | 1 | 5 |

The result in percentage:

| Total number | No course | Maximum 3 courses | Maximum 10 courses | Over 10 courses |
|--------------|-----------|-------------------|--------------------|-----------------|
| 16 | 0% | 62,50% | 6,25% | 31,25% |



2.CONCLUSIONS

The study we made showed that the renewable energy sector is highly appealing to the representatives of companies, i.e. 81% of respondents said that new technologies related to renewable energy play an important role in creating job opportunities, 88% said they consider continual retraining very important, and 63% of the respondents said they provided their employee with 3 refresher courses.

REFERENCES

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- [2] <http://www.transilvaniabusiness.ro/Proiectele-energetice-la-Renexpo>
- [3] http://ec.europa.eu/regional_policy/activity/statistics/2007_energy.pdf

This information represents the results of the research conducted on a sample consisting of a total of 16 representatives of companies that have expressed interest in training and specialization in renewable energy sector.

The present article is the result of research of the authors, members of the project team, "Romanian – Bulgarian cooperation for long-term and sustainable development of young human resources in the field of renewable energy technologies with the aim to overcome the social and cultural barrier and find new job opportunities in the trans-border zone" "RES-OP-DEV № .2 (3.1) -3.2-4 MIS-ETC CODE 222