



## **ANALYSIS OF THE IMPLEMENTATION OF LABOR EMPLOYMENT PROGRAMS IN HUNEDOARA COUNTY**

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**Abstract:** *The paper entitled "Analysis of the implementation of employment programs in Hunedoara County" aims to assess the effectiveness and impact of active employment measures applied at local level, in a socio-economic context characterized by post-industrial transformations and specific labor market challenges in the region. The study considers the Employment Program for 2024, implemented by the Hunedoara County Employment Agency, analyzing it according to the types of measures intended to stimulate employment. The paper highlights the need to adapt employment policies to the economic particularities of Hunedoara County, by promoting more flexible measures, oriented towards the development of relevant skills and supporting the local entrepreneurial environment.*

### **• Introduction**

The labor market is in a continuous transformation, and the skills of the workforce must evolve in line with technological progress and new forms of work organization. In this context, public employment services are forced to adapt permanently, so as to respond efficiently to changes by implementing active and passive employment measures. In facilitating the correlation between labor demand, represented by available jobs, and labor supply, represented by people looking for a job, skills acquire an increasingly important role.

Employment programs in Romania represent the set of public measures and policies aimed at stimulating professional integration, reducing unemployment and increasing the adaptability of workers to the demands of the economy. They are mainly coordinated by the National Agency for Employment and implemented through county agencies. Employment programs in Romania are structured in two main categories: active measures and incentive measures.

Active employment measures aim to facilitate the integration or reintegration of people into the labor market. Employer incentive measures through which the Romanian state offers financial facilities to employers to encourage employment. An important aspect of employment policies is the support given to disadvantaged categories.

### **• Material and method**

The Romanian labor market is facing significant structural transformations, generated by economic transition, globalization and technological changes. In this context, active employment policies have become essential tools for reducing unemployment and increasing employment. The employment program by the Hunedoara County Employment Agency for 2024 was developed according to the types of active employment measures, being oriented especially towards vulnerable groups and towards localities with the highest levels of registered unemployment.

### **• Results and discussions**

The analysis of the labor market in Hunedoara County highlights an economic context marked by structural transformations, mainly generated by the decline of traditional industries, such as mining and steelmaking. These changes have had a direct impact on employment, causing persistent imbalances between labor demand and supply.

On 31.12.2024, the number of **unemployed people registered** with the Hunedoara County Employment Agency was **6,795 people**, of which 1,893 were unemployed with benefits and 4,902 were unemployed without benefits.

Of the total of 6,795 unemployed people registered at the end of December 2024, the number of women is 3,748 people, respectively 55.15% women. Of the total of 6,795 unemployed people registered at the end of December 2024, 4,535 people are in urban areas and 2,259 people are in rural areas.

Between 01.01.2024 and 31.12.2024, the Hunedoara County Employment Agency implemented **29 vocational training programs**: 3 initiation programs, 18 qualification programs, 6 specialization programs and 2 programs dedicated to key skills. 366 people participated in these programs, and 249 graduates managed to get a job after obtaining qualification certificates.

Regarding the stimulation of labor mobility, 76 unemployed people benefited from the employment premium, 31 people from the installation premium, and 5 people from the relocation premium. In total, 112 people benefited from active measures aimed at stimulating mobility.

### **• Conclusions**

Active employment measures are essential in the context of rapid changes in the labor market and the need for continuous adaptation of skills. Employer incentive measures contribute to increasing labor demand and reducing the risk of social exclusion. The active employment measures implemented in 2024 by the Hunedoara County Employment Agency aimed not only at reducing unemployment, but also at the social inclusion of vulnerable groups.

In conclusion, in order to increase the efficiency of the employment programs implemented in Hunedoara County, a better correlation between vocational training and labor market requirements is necessary, as well as a more active involvement of the economic environment in the process of implementing employment policies.