INTEGRATED STRATEGY FOR HUMAN RESOURCES DEVELOPMENT IN LOCAL RURAL AREA

STRATEGIA DEZVOTARII INEGRATE A RESURSELOR UMANE DIN SPATIUL RURAL AUTOHTON

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Abstract: *Integrated strategy for human resource development (SIDRU) from the perspective of lifelong learning, 2009-2020, document developed under PHARE RO 2006/018-17.04.05.01.07.02 technical assistance to Romania to support the Managing Authority Operational Programme human Resources Development (MA SOP) of the MMFES in developing an integrated strategy for human resources development, Romania aims to align the objectives of the revised Lisbon strategy, to act in order to implement its national plans, to make consistent Community objectives within the European Employment Strategy (EES) and the Cohesion Policy, with the national strategy.*

Key words: *human resources, rural area, education, vocational training, lifelong learning, integrated strategy for human resources development*

INTRODUCTION

Importance given to human resource issues in rural areas, both in terms of socio-economic and political approach, derived from the fact that in Romania, as in other member states, rural areas represent a significant share, not only in terms of size and space but segment of population size, but beyond these similarities to exhibit a complex set of discrepancies, which is required for removing identification, adoption and application of a set of policies and effective strategies, social costs carefully considered, well articulated and that meets a wide acknowledgment of the society.

Integrated strategy for human resource development (SIDRU) from the perspective of lifelong learning, 2009-2020, takes into account current

issues in Romania, such as on education, employment of human resources, and issues of social inclusion for solving which we could benefit from financial support granted by the European Social Fund in the period 2014-2020.

European Social Fund is the main Community financial instrument of the European Employment Strategy, to support lifelong learning, can such a strategy to legitimize national perspectives and the implementation of HRD, and the rationale for developing the next HRD, these negotiations European Social Fund (ESF) for the years 2014-2020 horizon.

MATERIALS AND METHODS

In order to achieve the paper we used bibliographic material, studies, articles in specialized literature, discussions with the teaching staff from the USAMVB Timisoara played a major role.

RESULTS AND DISCUSSIONS

Eurpoean Employment Strategy (EES), recommends Member Community to direct actions within their own appreciate the strategies in three areas as priorities:

- attracting and maintaining employment, of a large number of people, increase jobs in reference the offer of employment and social protection systems
- improving the adaptability of workers along with that of enterprises
- increasing investment in training of human capital for better education and training

Re-launched Lisbon Strategy can be achieved based on increasing the level of training of human resources through better systems of education and training, in this context, the European Commission proposed to focus European cooperation in education and training (European Commission Communication to Parliament Europe, Council of Europe, the European Economic and Social Committee and Committee of the Regions, "An updated strategic framework for European cooperation in education and training", COM 2008-865), by 2020, four strategic directions:

- putting into practice of the concept of lifelong learning
- improving quality, efficiency and outcomes of education and training systems

- promoting equity and active citizenship
- increasing innovation and creativity, including the entrepreneurship, at all levels of education and training

The harmonization of appropriate policies in education, employment and social inclusion, especially in rural areas, aims to achieve economic and social cohesion as fundamental premises of sustainable development by ensuring the formation of a well trained human resources professional with a large stock of knowledge that would enable labor market access and climbing, as a flexible and well trained human resource professional is a sine qua non of economic growth.

The overall objective is to improve the quality of SIDRU human resources development systems that lead to growth and ensure a constant level of employment, an upward level of quality of life and social cohesion effective, having as target to achieve by 2020, the current average level of EU countries as key indicators of sustainable development.

Education is understood as a fair way for sustainable development and promotion of continuing education through lifelong learning represents for Romania a priority action directives in this regard is required, development and diversification of education and training and high capitalization of the whole context of learning (formal, non formal or informal).

For Romania, overcoming economic disadvantages and efficient employment of human resource strategies, is decisive for ensuring the sustainable development premises, for which, through the National Program of Reforms, 2007-2010, was established a set of national priorities between that found with increasing labor market participation and promoting quality employment by:

-ensuring the functionality of a favorable labor market, to create new jobs and maintaining existing ones, eradication of undeclared work and change in management in the enterprises and workers

-improving labor market access of persons and vulnerable groups with high risk of exclusion or social-professional marginalization

-promotion of competitiveness in the labor market, a better correlation between education and training system and demands / labor market trends

CONCLUSSIONS

The present situation of human resources in Romania, reflects demographic downward trend a historical and demographic process developed during the second half of the 20th century.

Demographic aging phenomenon is more visible in rural areas, with an average age of 39.7 years, the proportion of people over 65 years shall be 17.4%, of which most of them women. Economic dependency ratio of inactive people aged over 60 years, compared to a total of 100 economically active adults, ie aged 20-59 years was 34, with alarming prospects for growth in coming decades.

In the last years, Romania's labor resources, including population aged 15-64 years was around 15.05 million people, but a dramatic decline is projected to 14.97 million in 2013, and 14.87 million in 2020.

Regarding the employment rate of workers, it has registered a rate of 58.8% (2007), no significant changes in comapratie to 2002, hovering far below the 70% set by Strategy Lisbon, the EU average in 2010, the number of employees in 2007 to about 500,000, higher than in 2002, reducing correlatively in the farming population.

Qualification and retraining of human resources in rural areas involves creating a network of specialized schooling structures, with a range of specializations clear, suitable dynamics of the rural area.

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