



Self-Empowerment Methodology for Adult Learning and Employability

Project reference number: Erasmus+ KA2 2017-1-IT02-KA204-036876

Report on the QUANTITATIVE ANALYSIS regarding the initial evaluation questionnaires for LEARNERS

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The questionnaire of initial evaluation was applied to 189 learners:

- 35 learners from EU-RO-IN Association, Romania;
- 46 learners from IDEA, Alzira Municipality, Spain;
- 65 from TIRANTES, The Netherlands;
- 20 from POLARIS Ltd., Italy;
- 20 from WISAMAR BILDUNGSGESELLSCHAFT Germany;
- 3 from CONEQT, Denmark.

In the investigation about learners based on the questionnaires carried out by our team in the SEMALE project, we gathered statistical data and a part of it can be found in itineraries-items 9-15. The other part corresponding to variables like items 1-8 contains identification data, education, qualification, jobs / professions, family situation. The research method used in the project was the questionnaire as a fundamental instrument and the elaboration of this questionnaire followed a method specific to the insertion investigation and the sociological research. The main objectives were to ensure a balance between objective and subjective in analyzing the data.

The results of our research mark the distance between itineraries and a few classical similarity values. In this matter, a number of 189 people were questioned.

1. Total number of participants/respondents to the questionnaire: 189

2. Age:

- a. 18-30
- b. 31-50
- c. 51-60
- d. 61 and older

For the on-going investigation, we have used the Jaccard index. For every situation X , we have associated the weight α_x defined by: $\alpha_x: T$, meaning: $\alpha_x(T) = (R_1(x), \dots, R_{189}(x))$,

where $R_j(x) = j$, if $x \in X_T$ and $x \in X_T$ and

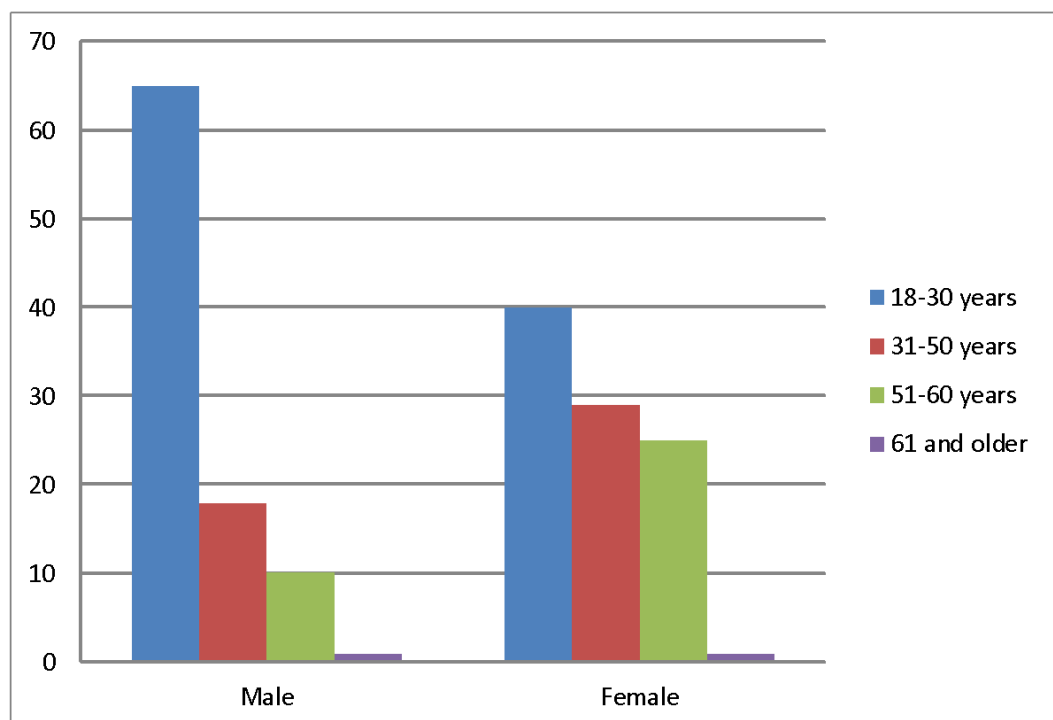
$R_j(x) = 0$, if x does not $\in X_T$.

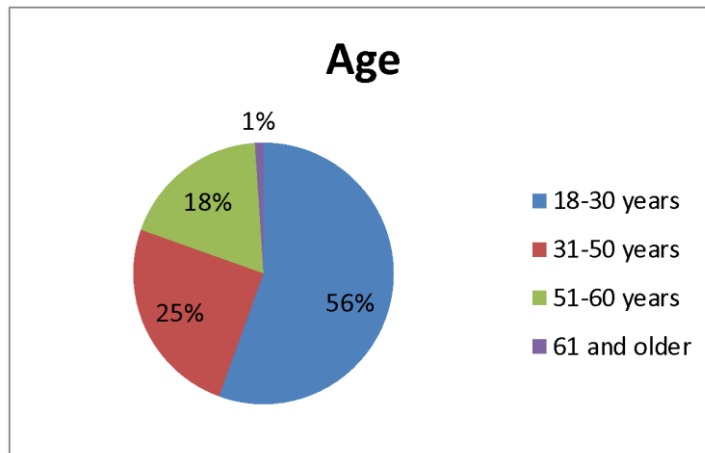
Same well-balanced answers were expected from the age perspective, the age of the subjects differing from 18 to 61 and older. **The age of respondents is distributed as follows:**

- 105 people aged 18-30
- 47 people aged 31-50
- 35 people aged 51-60
- 2 people aged 61

We noticed that the majority of the respondents are between 18 and 30 years old (56% from the total respondents), followed by the category of learners aged between 31-50, representing 25%, and on the 3rd place there are those aged between 51-60. This distribution of responses shows that most respondents are young and also do not have a lot of experience in the work field because 40% of them fall into the category of those who have no experience or have less than one year of work experience.

		18-30	31-50	51-60	61 and older
EU-RO-IN, Romania	Male	5	3	-	-
	Female	12	13	2	-
ALZIRA MUNICIPALITY, Spain	Male	4	3	5	1
	Female	1	12	19	1
TIRANTES, The Netherlands	Male	41	2	1	-
	Female	21	-	-	-
POLARIS Ltd., Italy	Male	7	5	1	-
	Female	2	1	4	-
WISAMAR BILDUNGSGESELLSCHAFT, Germany	Male	8	5	2	-
	Female	3	2	-	-
CONEQT, Denmark	Male	-	-	1	-
	Female	1	1	-	-
Total answers	Male	65	18	10	1
	Female	40	29	25	1





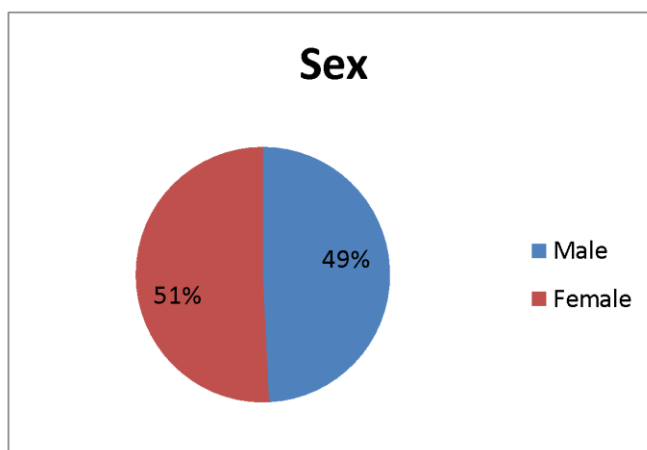
3. Sex:

- a. Female
- b. Male

He have chosen a pattern of 93 men and 96 women in order to avoid the gender difference and to obtain well-balanced answers. The number of respondents to this questionnaire, 96 women and 93 men, gives us the possibility to have an illustrative situation relative of gender, as follows:

	Female	Male
EU-RO-IN, Romania	27	8
ALZIRA MUNICIPALITY, Spain	34	12
TIRANTES, The Netherlands	21	44
POLARIS Ltd., Italy	7	13
WISAMAR BILDUNGSGESELLSCHAFT, Germany	5	15
CONEQT, Denmark	2	1
Total answers	96	93

In terms of gender distribution of learners, we also noticed that the majority of both male and female respondents are between 18-30 years old; the second place is occupied by those aged between 31-50 while on the next place we find those aged between 51-60.



Interestingly, most of those with a lower work experience are men, of whom we find a higher rate of those who are not qualified (43 people) than women (29 people). The same thing may have a connection with the greater desire of women to have a more stable situation from a professional point of view, to the extent that a higher qualification can provide a person with an easier / quicker job. At the same time, a longer work experience and the greater willingness of women to work earlier in life may also be linked to the fact that the number of women questioned who have children is three times higher than that of men; in other words, one of the important reasons that can determine the search and maintenance of a job by a person who is a parent / mother is also the need to ensure the maintenance of children.

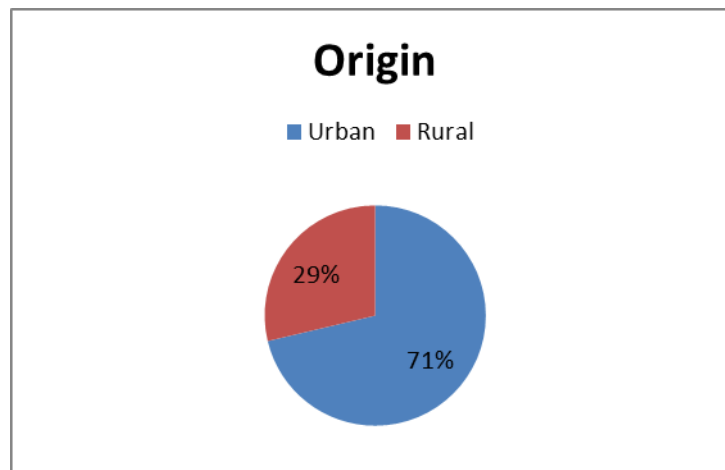
4. Origin

- a. urban
- b. rural

The majority of the respondents are from the urban area (71%) and others are from the rural area.

	Urban	Rural
EU-RO-IN, Romania	24	11
ALZIRA MUNICIPALITY, Spain	40	5
TIRANTES, The Netherlands	42	23
POLARIS Ltd., Italy	18	2
WISAMAR BILDUNGSGESELLSCHAFT, Germany	9	11
CONEQT, Denmark	1	2
Total answers	134	54

The majority of the respondents are from the urban area (71%) and others are from the rural area. However, this cannot be considered as a general feature of job seekers, as the institutions involved in the research are located in cities with a large population (Copenhagen, Leipzig, Iasi) or with an average population level (Vasto, Alzira, Den Boch).



5. Level of Education:

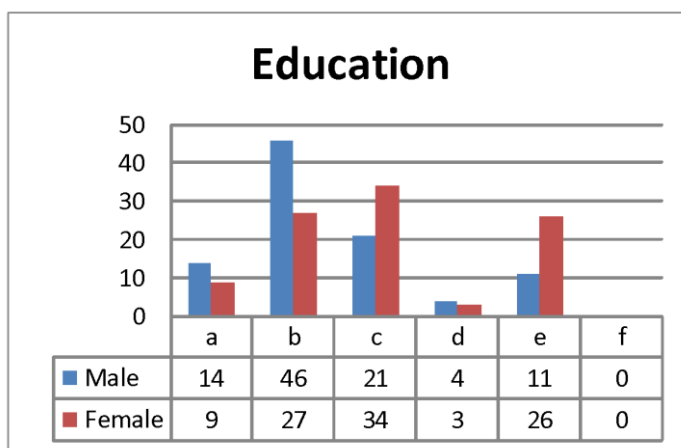
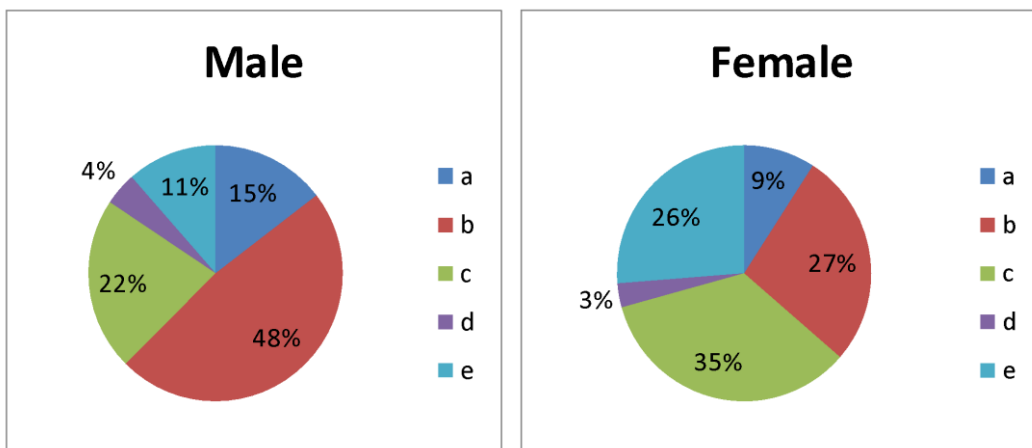
- a. Primary Education (23 people)
- b. Secondary education (72 people)
- c. Vocational Educational training (VET) (55 people)
- d. Higher Vocational education (Bachelor) (17 people)
- e. University (Master) (47 people)
- f. Other (please specify) (no people)

Most respondents have lower-education studies: secondary or vocational school (150 people of a total of 189 respondents, that is 79.36%), and most of them are male (53.33 %).

		a.	b.	c.	d.	e.	f.
EU-RO-IN, Romania	Male	-	1	6	-	1	-
	Female	-	-	16	3	8	-
ALZIRA MUNICIPALITY, Spain	Male	6	4	4	-	1	-
	Female	6	7	12	-	12	-
TIRANTES, The Netherlands	Male	6	28	8	2	-	-
	Female	2	11	6	-	2	-
POLARIS Ltd., Italy	Male	-	7	1	1	4	-
	Female	-	3	-	-	4	-
WISAMAR BILDUNGSGESELLSCHAFT, Germany	Male	2	6	2	-	5	-
	Female	1	4	-	-	-	-
CONEQT, Denmark	Male	-	-	-	1	-	-
	Female	-	2	-	-	-	-
Total answers	Male	14	46	21	4	11	0
	Female	9	27	34	3	26	0

In terms of gender distribution regarding studies, we can notice that out of the total number of men, 85% have lower or middle education: primary, secondary or vocational schools and only 11% have higher education, while among women we can find a higher percentage of people with higher education (26%) and only 71% with primary or secondary education. The percentages are based on the total number of men (93) and the total number of women (96), not on the total number of respondents (189). These results obtained at the survey allow us to state that the desire to study and to improve and advance professionally is higher in women who see education as a social,

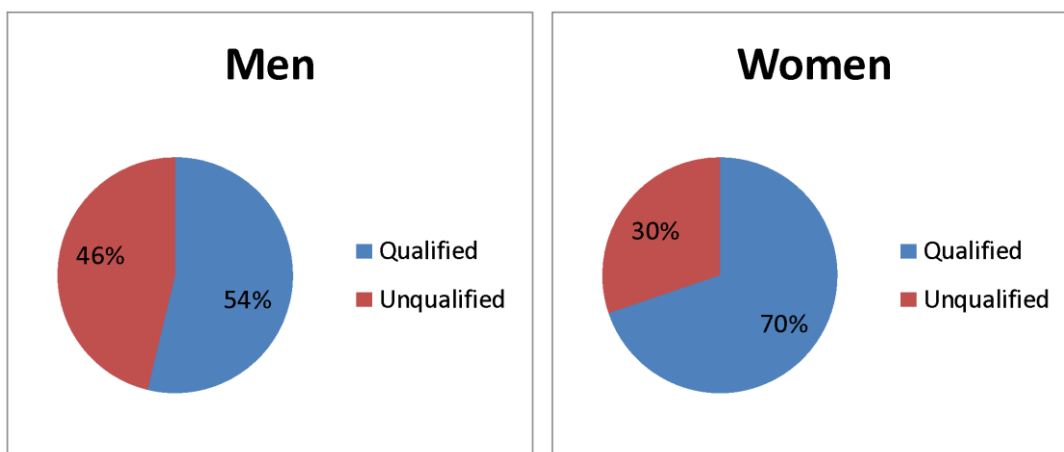
economic and family factor and a vector that allows them to find and keep a job for a longer time. In other words, a woman's expectations of a stable job are higher than those of a man's, and one of the factors considered to be important is the level of studies; it should not be overlooked that it is more difficult for a woman to have harder, more dangerous jobs or night-shift jobs, especially when she has a family and children (it is known that these jobs are generally well paid even if you do not have higher studies) - that is why for her studies represent the main factor / argument for a well-paid job.



6. Qualification:

- a. I am qualified in:.....
- b. I do not have any qualification

Most of the people who answered this survey are qualified in various jobs (that is 117 people, i.e. 62%, of whom 50 are men - respectively 26% and 67 women respectively 36%). The rest of the people are unqualified (72 persons - 38% of which 43 men - 23%, 29 women - 15%). The percentages are for the total number of men (93), respectively the total number of women (96), not of respondents (189).



Since the highest number of qualified people is represented by women, we can say that this is in direct relationship with the higher employment rate that we can find among them, but also with the fact that they have a higher qualification, this also being a factor that allows them to find a job and keep it longer.

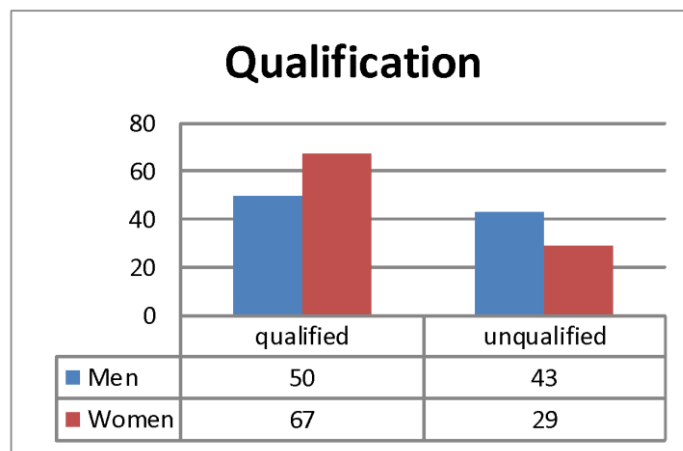
Note: In Italy, Germany, Denmark, jobs are listed, but the number of skilled workers is not specified and because Spain and the Netherlands have mentioned the number of qualified people but did not specify the qualifications - we could not make a correlation between the kind of job / qualification and the employment rate of the population studied in these jobs.

		Qualification	Male	Female
EU-RO-IN, Romania	a.	Pharmacist Assistant	-	1
		Textile worker	-	3
		Waiter	-	1
		Barber	1	-
		Secretary	-	1
		Tailor	1	2
		Asphalt Station Operator	1	-
		Teacher	-	2
		Accountant	-	1
		Teacher at kindergarten	-	2
		Cooking	-	1
		Assistant manager	-	1
	Commercial worker	-	3	
	b.		5	9
ALZIRA MUNICIPALITY, Spain	a.		9	31
	b.		3	3
TIRANTES, The Netherlands	a.		21	13
	b.		23	8

		a.	b.
POLARIS Ltd., Italy	Men	restaurant manager, computer engineer, master in foreign language, digital video maker, journalist, architect, Computer Science	4

	Women	teacher, assistant manager, HR employee, degree in mathematics, communication degree	2
WISAMAR BILDUNGSGESELLSCHAFT, Germany	Men	mechanics, cooking, chemistry, engineer, IT, philosophy, arts	8
	Women		5
CONEQT, Denmark	Men	Mechanic	-
	Women	-	2

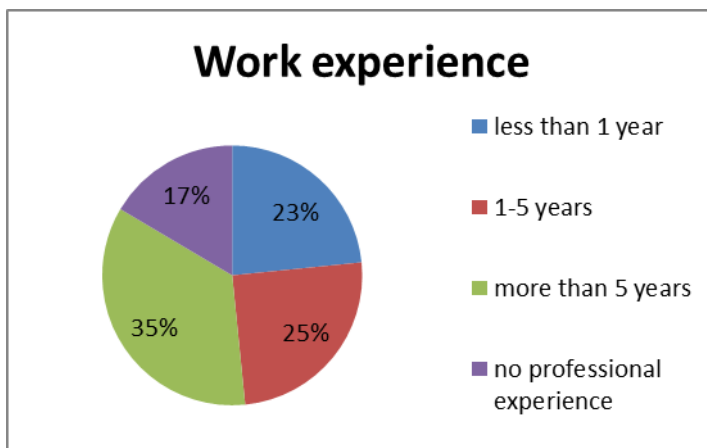
	Men	Women
Total qualified persons	50	67
Total unqualified persons	43	29



7. Years of work experience:

- a. less than 1 year (44 people)
- b. 1-5 years (47 people)
- c. more than 5 years (66 people)
- d. no professional experience (31 people)

The majority of respondents have more than 5 years of work experience (66 people, i.e. 35%), followed by those with 1-5 years of work experience (47 people, which represents 25%).



If we also take a look at the gender, we notice that the number of women who have never worked is higher than men, but the number of men who have less than 1 year of work experience is higher than of women. This can be determined and explained by the fact that:

- women prefer to find a job, in most cases after completing their studies
- men tend to accept more occasional or seasonal jobs that last less

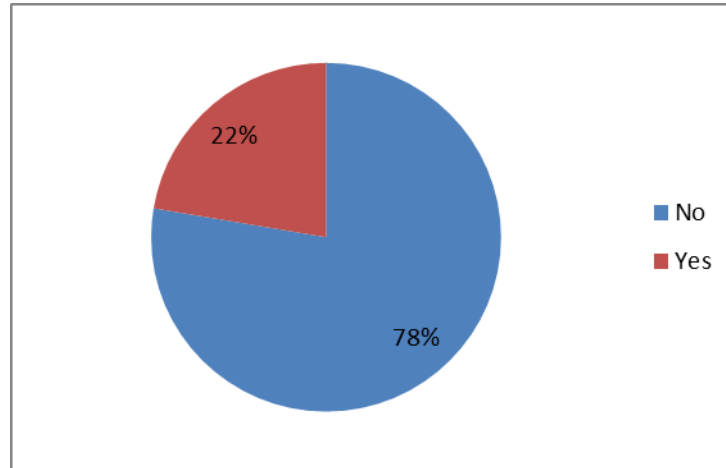
		a.	b.	c.	d.
EU-RO-IN, Romania	Male	1	0	3	4
	Female	3	2	10	12
ALZIRA MUNICIPALITY, Spain	Male	0	4	7	1
	Female	4	3	26	1
TIRANTES, The Netherlands	Male	16	19	7	2
	Female	5	11	3	2
POLARIS Ltd., Italy	Male	5	3	3	2
	Female	1	2	3	1
WISAMAR BILDUNGSGESELLSCHAFT, Germany	Male	6	1	3	4
	Female	3	1	0	1
CONEQT, Denmark	Male	0	0	1	0
	Female	0	1	0	1
Total answers	Male	28	27	24	13
	Female	16	20	42	18

8. Do you have children?

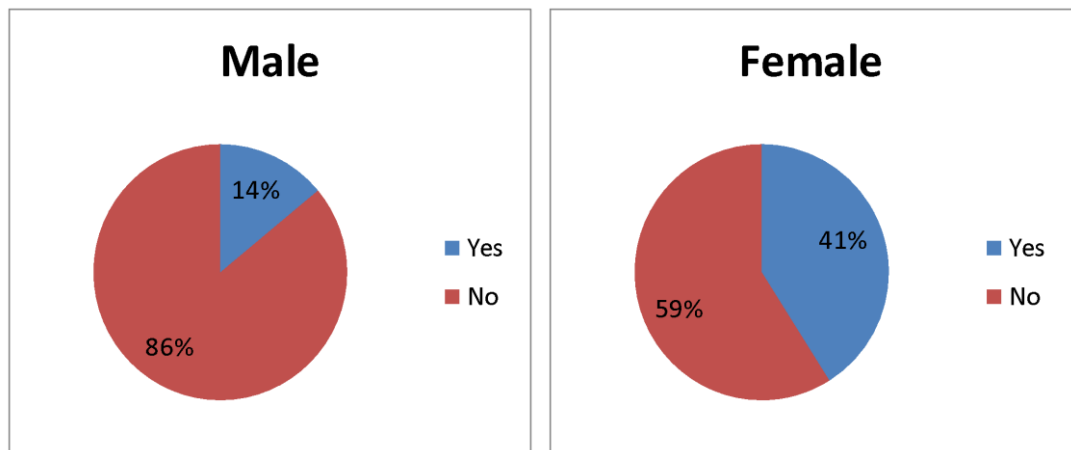
- a. Yes
- b. No

The majority of the respondents (146 respondents -78%) do not have children.

		YES	NO
EU-RO-IN, Romania	Male	3	5
	Female	15	12
ALZIRA MUNICIPALITY, Spain	Male	6	6
	Female	17	17
TIRANTES, The Netherlands	Male	0	44
	Female	0	21
POLARIS Ltd., Italy	Male	1	12
	Female	4	3
WISAMAR BILDUNGSGESELLSCHAFT, Germany	Male	2	13
	Female	2	2
CONEQT, Denmark	Male	1	0
	Female	1	1
Total answers	Male	13	80
	Female	39	56



But the distribution of people with children is different from men to women, as follows:

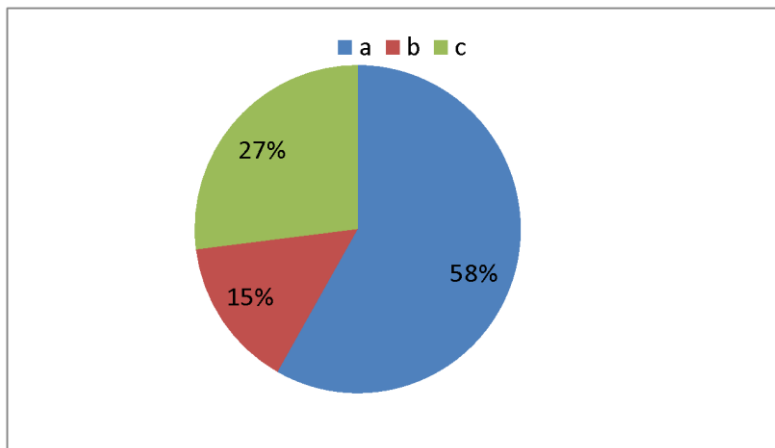


We notice that the number of women who have children is higher than that of men, and this can be linked, as we have already shown, to their greater desire to keep their jobs and improve their studies, as a guarantee of a higher income and greater stability at the workplace.

9. If you had a job, would you work with regular contracts or without?

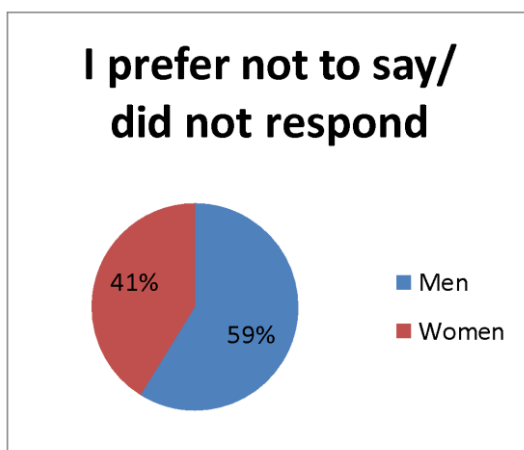
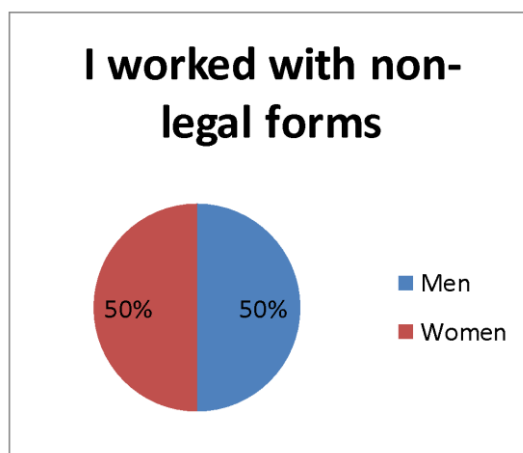
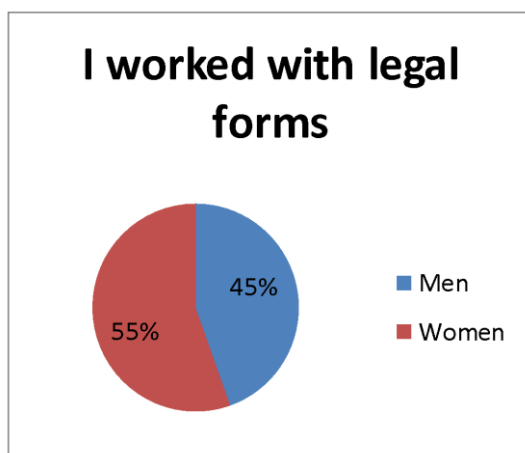
- a. I worked with legal forms
- b. I worked with non-legal forms
- c. I prefer not to say/ did not respond

Most respondents worked with legal forms (110 people - 58% of which 49 men and 61 women), only 15% worked without legal forms and the remaining 27% preferred not to respond.



We notice that the percentage of women who work with legal forms is higher than that of men (55% vs. 45%), which shows a greater tendency for them to accept a job that offers security. At the same time, the relatively high percentage of people who did not answer this question shows that respondents (especially men) worked sometimes without legal forms, even if this caused them fear.

Note: The percentages are based on the total number of people who responded that they worked with legal forms (110) and the second chart on the number of people who responded that they worked with non-legal forms (28), not on the total number of respondents (189 people).



		a	b	c
EU-RO-IN, Romania	Male	3	2	3
	Female	16	6	5
ALZIRA MUNICIPALITY, Spain	Male	7	2	3
	Female	20	5	9
TIRANTES, The Netherlands	Male	27	8	9
	Female	20	0	1
POLARIS Ltd., Italy	Male	7	1	5
	Female	3	2	2
WISAMAR BILDUNGSGESELLSCHAFT, Germany	Male	5	1	9
	Female	2	0	3
CONEQT, Denmark	Male	0	0	1
	Female	0	1	1
Total answers	Male	49	14	30
	Female	61	14	21

10. What was the reason that your working relation ended?

- a. You had to work more than 8 hours a day (8 people)
- b. It was not well paid (25 people)
- c. You worked overtime without being extra paid (11 people)
- d. You had medical issues (10 people)
- e. You did not have professional satisfaction (19 people)
- f. I suffered discrimination (5 people)
- g. I was harassed (2 people)
- h. Difficult communication with my boss (8 people)
- i. Because I felt overburdened (12 people)
- j. Because I had personal problems in relation of working hours (7 people)
- k. Because it was a temporary contract (30 people)
- l. Because of reasons in relation to my qualification (17 people)
- m. Other (please specify) (45 people)

Did not respond: (16 people)

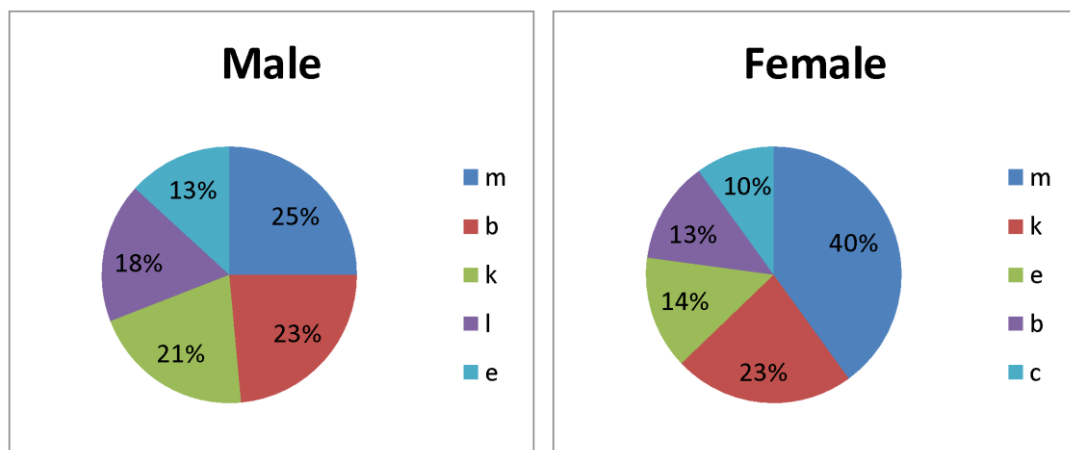
At this question we found that the first places are occupied, in this order, by the following causes for ending the work relationship: the fact that they were employed with a temporary contract (30 people), the lack of professional satisfaction (19 persons), the lack of adequate qualification (17 people), feeling overburdened / overworked (12 people), having to work extra without paying (11 people), medical issues (10 people).

		a.	b.	c.	d.	e.	f.	g.	h.	i.	j.	k.	l.	m.	did not respond
EU-RO-IN, Romania	Male	0	0	0	0	0	0	0	0	0	1	2	2	2	1
	Female	2	2	2	0	2	0	0	0	0	1	2	4	8	4
ALZIRA MUNICIPALITY, Spain	Male	1	2	1	0	1	0	0	1	2	1	2	0	5	0
	Female	0	5	5	2	4	3	1	2	4	1	2	0	18	0
TIRANTES, The Netherlands	Male	1	9	2	4	5	1	0	1	5	1	7	6	10	0
	Female	0	2	0	1	2	0	0	2	1	1	6	0	2	0
POLARIS Ltd., Italy	Male	4	3	1	2	1	0	1	0	0	0	2	1	0	0
	Female	0	0	0	0	2	0	0	0	0	0	4	0	0	0
WISAMAR BILDUNGSGESELLSCHAFT, Germany	Male	0	2	0	1	2	1	0	1	0	1	1	2	0	8
	Female	0	0	0	0	0	0	0	1	0	0	1	0	0	3

CONEQT, Denmark	Male	0	0	0	0	0	0	0	0	0	0	0	1	0	0
	Female	0	0	0	0	0	0	0	0	0	0	1	1	0	0
Total answers	Male	6	16	4	7	9	2	1	3	7	4	14	12	17	9
	Female	2	9	7	3	10	3	1	5	5	3	16	5	28	7

EU-RO-IN, Romania	Men	I didn't work
	Women	I return in my country but my job was disbanded
POLARIS Ltd., Italy	Men	I wanted to improve my qualifications
	Women	family's issues
CONEQT, Denmark	Men	refugee

In contrast, in the gender classification, we noticed that to this question the order shifts for the common causes of the job change, as follows: in men, the most frequent cause of job loss was the low salary (16 people), then the temporary contract (14 people), then the lack of qualification (12 people), then the lack of professional satisfaction. On the contrary, in the case of women, the causes are the temporary work contract (16 people), the lack of professional satisfaction (10 people), and then the low salary (9 people) and working overtime without being extra paid (7 people).



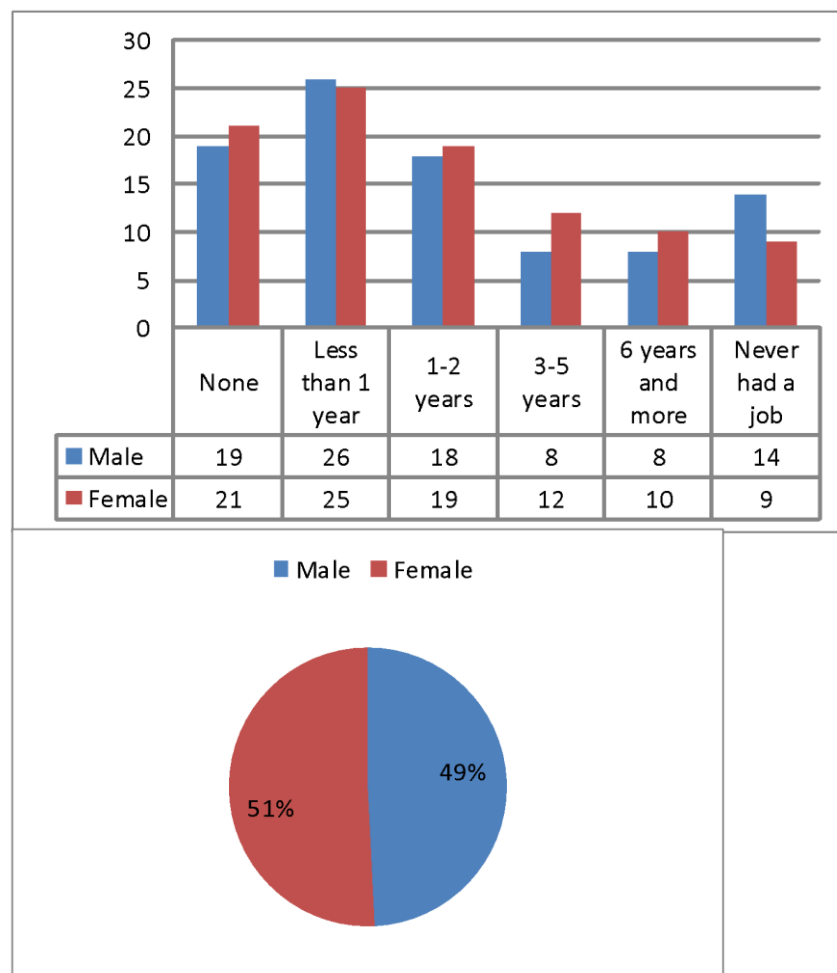
Comparing choices by gender, we notice that the trends previously observed are found here, namely, women put job stability and job satisfaction first, more than men, who emphasize earnings and wages, and give less importance to professional satisfaction.

11. What was your longest period without having a job?

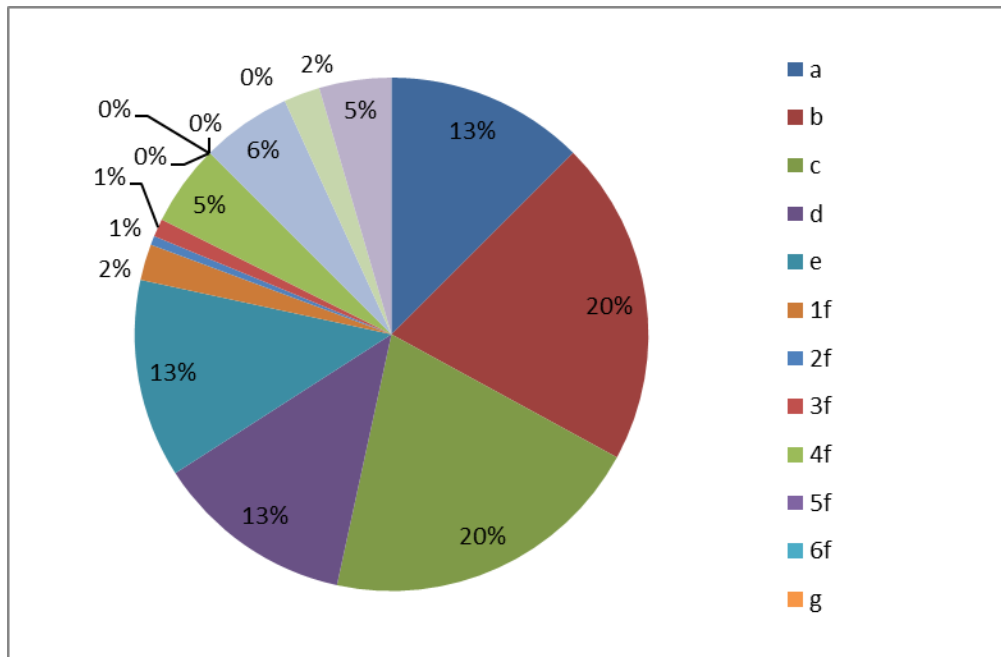
- a. None (in this case please leave the following question empty and jump to the next page)
- b. Less than 1 year
- c. 1-2 years
- d. 3-5 years
- e. Over 6 years
- f. Never had a job

		Experience				
		None	Less than 1 year	1-2 years	3-5 years	6 years and more

EU-RO-IN, Romania	Male	1	3	0	0	0	4
	Female	9	6	3	2	2	5
ALZIRA MUNICIPALITY, Spain	Male	2	2	2	3	2	1
	Female	1	10	8	8	6	1
TIRANTES, The Netherlands	Male	14	12	12	2	4	0
	Female	8	5	4	2	2	0
POLARIS Ltd., Italy	Male	2	5	2	0	1	3
	Female	2	3	2	0	0	0
WISAMAR BILDUNGSGESELLSCHAFT, Germany	Male	0	4	2	3	0	6
	Female	1	1	1	0	0	2
CONEQT, Denmark	Male	0	0	0	0	1	0
	Female	0	0	1	0	0	1
Total answers	Male	19	26	18	8	8	14
	Female	21	25	19	12	10	9



We notice that out of the total number of respondents there were 23 people who never worked. Of the remaining 166 people who worked, the highest number was represented by those who did not work "less than 1 year "(51 persons), followed by those who did not interrupted work at all (40 people), then those who interrupted 1-2 years; the last place is occupied by those who interrupted work for more than 6 years (18 people).



We notice that the most frequent causes that prevented getting a job were, on the same footing: they did not have the required qualification and they did not have the required professional experience (each with 36 people, i.e. 20% of the total), after which come causes such as: "the offered salary was too low" and that they were not the required age (with 22 people, i.e. 13% of the total). The third place is related to family obligations (10 people). Interestingly, among the causes of "Social discrimination and prejudices" the first place is occupied by "medical issues" (9 people, i.e. 5%) and then "race and national origin" (2%). The lack of professional experience and the need to fulfill family obligations have a higher preponderance for unemployment at women compared to men.

13. What do you think you would choose to find a job?

You can choose maximum 2 answers.

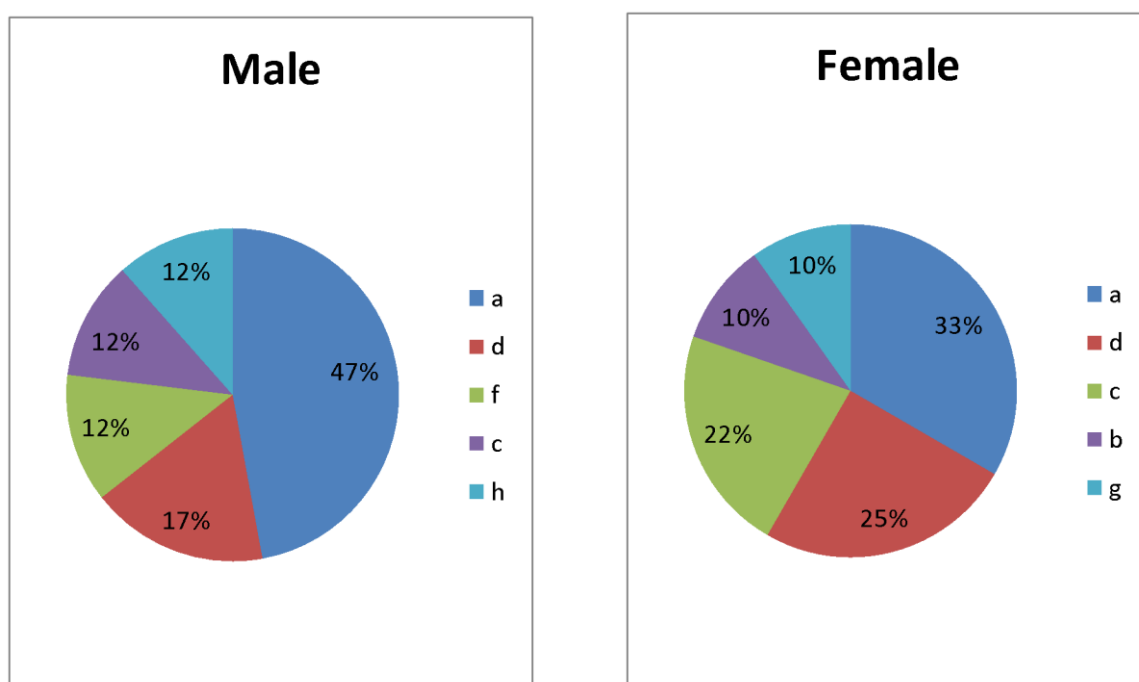
- A qualification course
- A re-qualification course
- A free perfecting course in my qualification
- Knowledge of potential jobs in my field
- Getting help from family members in taking care of children and house work
- To be notified about work fairs
- Receiving institutions assistance in jobs finding for free
- To learn the basic steps in finding a job (making a resume, searching online for employment, etc.)
- Public child care services

		a.	b.	c.	d.	e.	f.	g.	h.	i.
EU-RO-IN, Romania	Male	5	1	1	3	0	3	1	0	0
	Female	8	3	12	13	4	3	4	0	2
ALZIRA MUNICIPALITY, Spain	Male	5	2	4	2	1	1	0	1	0
	Female	12	4	17	10	1	3	5	6	1
TIRANTES, The Netherlands	Male	24	6	5	7	0	2	5	5	0
	Female	14	3	0	8	0	2	3	1	0
POLARIS Ltd., Italy	Male	5	1	1	4	0	0	2	3	0
	Female	4	2	0	1	0	0	1	0	1
WISAMAR BILDUNGSGESELLSCHAFT, Germany	Male	9	1	1	2	0	7	2	3	0
	Female	4	1	0	1	1	0	0	0	1

CONEQT, Denmark	Male	1	0	0	0	0	0	0	0	0
	Female	2	0	0	0	0	0	0	0	0
Total answers		93	24	41	51	7	21	23	19	5

Respondents believe that the factors that would help them the most find a job would be: a qualification course (93 people), then "the knowledge of potential jobs in my field" (51 people), then "a free perfecting course in my qualification" (41 people) and "a re-qualification course" (4 people).

From a comparative gender perspective, it is interesting to note that for women, information on existing jobs is more important than for men (25% vs. 17%), and also a "free perfecting course in my qualification" (22% vs. 12%) as well as "receiving institutions assistance in finding jobs for free". Instead, men also mention factors that we do not find at women, such as: "to be notified about work fairs" (12%) or "to learn the basic steps in finding a job" (12%).



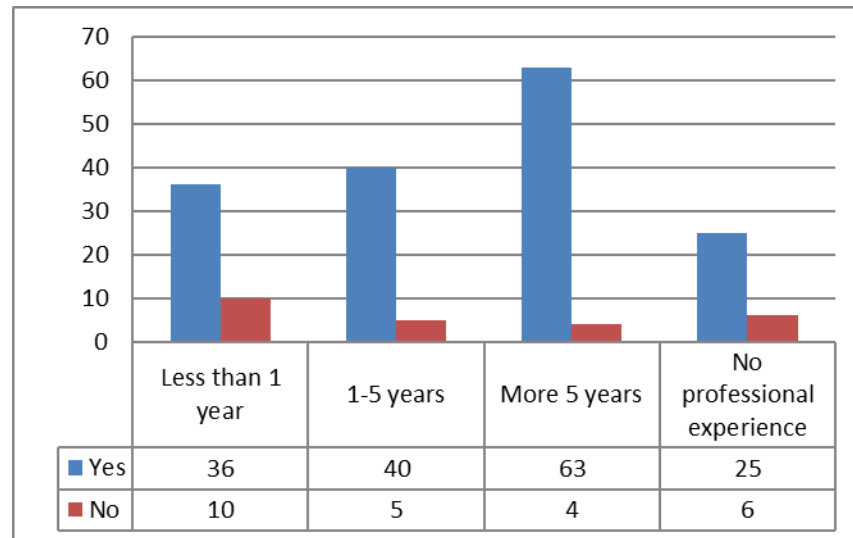
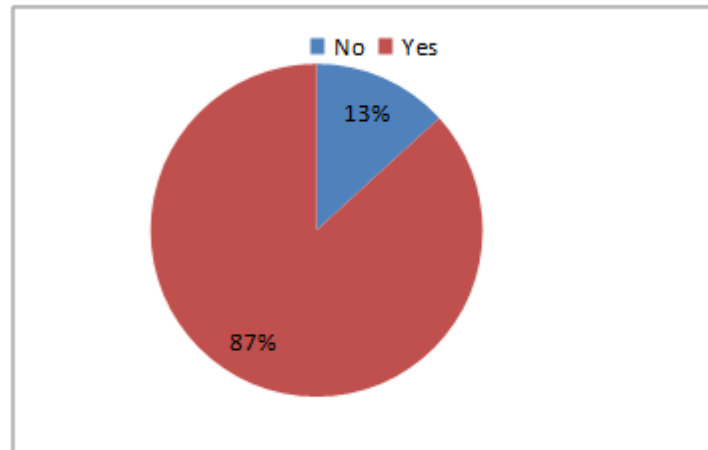
14. Would you be interested in participating in a free training course that would support you in improving your career path in the near future?

- a. Yes
- b. No

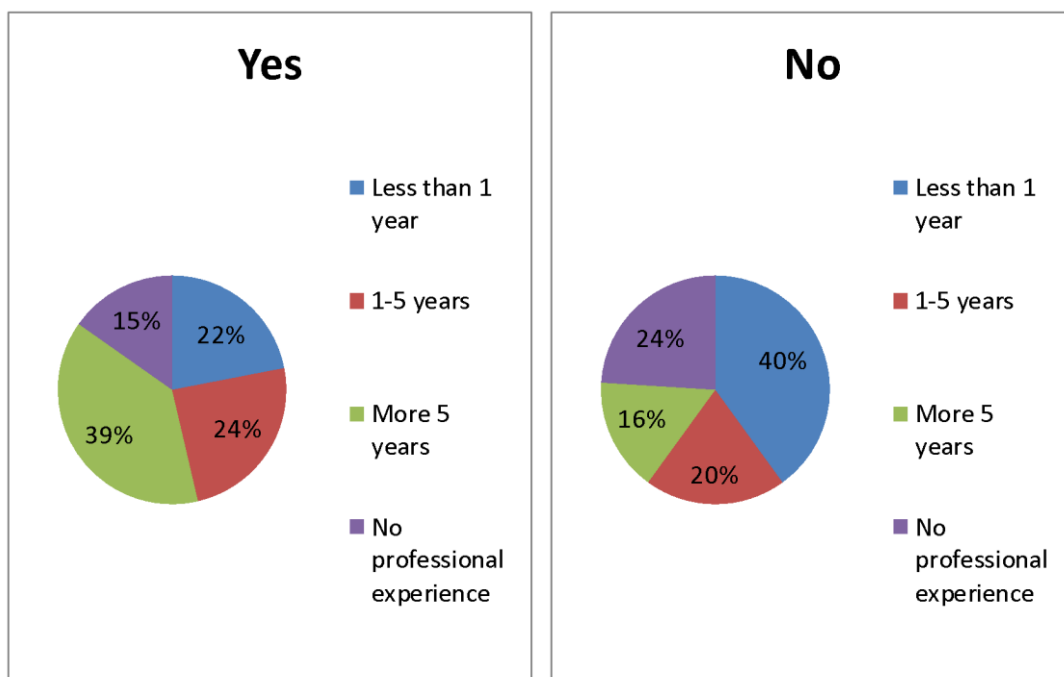
87% of those surveyed said they agreed to take part in a training course in the future.

		Experience			
		Less than 1 year	1-5 years	More 5 years	No professional experience
EU-RO-IN, Romania	Yes	4	2	13	16
	No	0	0	0	0
ALZIRA MUNICIPALITY, Spain	Yes	3	7	33	1
	No	1	0	0	1
TIRANTES, The Netherlands	Yes	18	24	9	2

	No	5	4	1	2
POLARIS Ltd., Italy	Yes	6	5	6	2
	No	0	0	0	1
WISAMAR BILDUNGSGESELLSCHAFT, Germany	Yes	5	1	1	3
	No	4	1	3	2
CONEQT, Denmark	Yes	0	1	1	1
	No	0	0	0	0
Total answers	Yes	36	40	63	25
	No	10	5	4	6



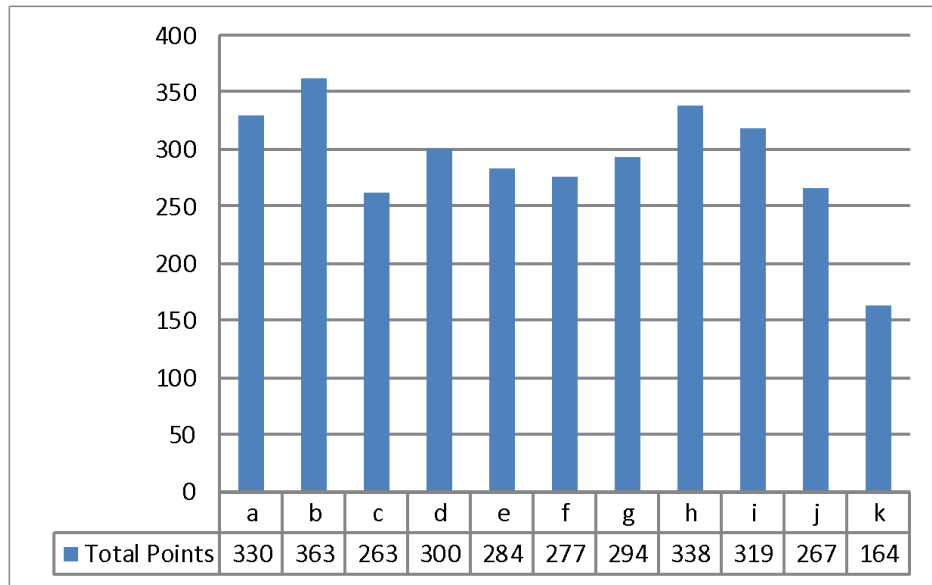
Analyzing their ages, we notice that the most interested in participating in the courses are those who have more than 5 years of work experience (39% of the total), followed by those who have 1-5 years of experience (24% of the total) then those who have less than 1 year of work experience (22%), and last but not least, those who have no work experience (15%). On the contrary, those who are not interested in career training courses are those who have less than 1 year of professional experience (40% of the total) and those without professional experience (22%). This demonstrates that people with longer professional experience have realized that it is important to improve professionally and to pay more attention to career development by systematically attending training and / or retraining courses.



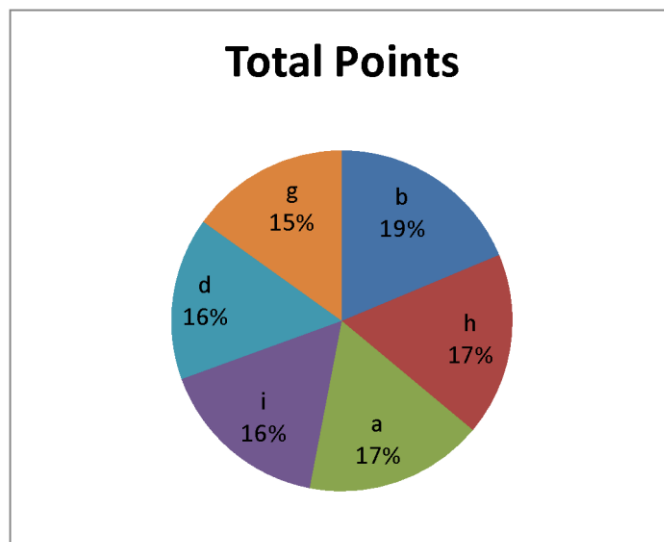
15. Choose 5 themes that you would like to be approached during the training course, indicating the preferred order:

- Perfecting computer skills (330 points)
- Learning English (363 points)
- Knowledge of national and European work legislation (263 points)
- Stress management (300 points)
- Efficient communication at the work place (284 points)
- Security and first aid at the work place (277 points)
- How to find a job (294 points)
- How to use my talents to get a job (338 points)
- Writing job applications (319 points)
- Job interview training (267 points)
- Other (please specify) (164 points)

	a.	b.	c.	d.	e.	f.	g.	h.	i.	j.	k.
EU-RO-IN, Romania	58	69	46	55	54	72	40	50	78	28	3
ALZIRA MUNICIPALITY, Spain	159	178	127	147	142	119	144	164	138	142	105
TIRANTES, The Netherlands	23	27	20	29	12	18	19	35	21	21	5
POLARIS Ltd., Italy	78	79	63	65	71	62	67	73	63	62	47
WISAMAR BILDUNGSGESELLSCHAFT, Germany	7	6	4	1	2	3	10	7	10	5	1
CONEQT, Denmark	5	4	3	3	3	3	14	9	9	9	3
Total points	330	363	263	300	284	277	294	338	319	267	164



Regarding the topics that they would like to be approached during the training course, here is how the first categories of answers were assigned: the first place in the preferences of those interviewed is occupied by the courses of "Learning English" (363 points, 19%), then "How to use my talents to get a job" (338 points, respectively 17%), then "Perfecting computer skills"(330 points), "Writing job applications"(319 points) and "Stress Management" (300 points).



Apart from these topics proposed in the survey, the respondents also added other topics that would interest them in a course, namely:

Romania: financial-bank area

Italy:

- General skills
- Secretary
- Computer technology
- Food and gastronomy

- Talking to the company's owners to find their real intentions
- Communication, the English language
- Collaboration for project partnerships
- Relationship team

Conclusions:

At certain questions some respondents avoided mentioning their situation in detail (for example, question 9: "If you had a job, would you work with regular contracts or without?"; others avoided mentioning their motivations for question no.10: "What was the reason that your working relation ended?")

From the upper part of the presentation we can see that a better information of those who intend to search for a job is required. On the basis of the answers to the survey we managed to achieve the socio-economic and a psychological profile of the learners in our target group, namely:

- The majority of the respondents, both male and female are between 18 and 30 years old (56% of the total respondents), followed by the category of learners aged 31-50, representing 25%
- the majority of the respondents are from the urban area (71%)
- Most of the respondents have lower education: secondary education or vocational school (150 people out of a total of 189 respondents, i.e. 79.36%) and most of them are male (53, 33%).
- Most of the respondents are qualified in various jobs (117 people, i.e. 62% of the total, of whom 26% are women, and 67 women 36%).
- The majority of the respondents have more than 5 years of work experience (35%) followed by those with 1-5 years representing 25%. Also, the majority of the respondents, (78%), especially men, do not have children.
- Most of the respondents worked with legal forms (110 persons - 58%, particularly women), only 15% worked with non-legal forms and the remaining 27% preferred not to answer; the percentage of women who worked with legal forms is higher than that of men (55% vs. 45%), which shows a greater tendency for them to enroll in a job that offers security. At the same time, the relatively large percentage of people who did not answer this question show that respondents (especially men) worked sometimes without legal forms, even if this caused them fear.
- Concerning the reason why the working relationship ended we established that the first places are occupied, in this order, by the following causes: the fact that they were hired with a temporary contract, the lack of professional satisfaction, the lack of adequate qualification, the fact that they were felt overburdened / overworked, the fact that they had to work extra without being paid; medical issues.
- Out of the 166 people who worked, the highest number is occupied by those who did not work "less than 1 year", followed by those who did not interrupt work at all.
- The most common causes that prevented getting a job were: people did not have the required qualification; they have not had the required professional experience, followed by the following causes: "the offered salary was too low" and they were not the required age; family obligations. It is interesting that among the causes related to "Social discrimination and prejudices" are the "medical issues" and "Race and national origin".

Respondents believe that the factors that would help them most find a job would be: a qualification course, "the knowledge of potential jobs in my field", then "a free perfecting course in my qualification", "a re-qualification course" and "to be notified about work fairs".

Most of the respondents stated that they agreed to take part in a career training course in the future, of which we found that the most interested in participating at these courses are those who have more than 5 years of work experience, followed by those who have 1-5 years of experience then those who have less than 1 year of work experience, the last ones being those who have no work experience at all. So, it is necessary to implement the education and training of the unemployed adults through courses.

Regarding the topics that they would like to be approached during the training course, the first places in the preferences of those surveyed are: Learning English, "Perfecting computer skills", then "Writing job applications" and "Stress management".

Also, it is underlined the necessity of involving partner institutions, but also other organizations preoccupied with this phenomenon in Germany, Denmark, The Netherlands, Romania, Spain, Italy. It is necessary to join the different methods of improving the strategies of professional insertion and qualification-identifying the complexity and the dynamics of this phenomenon, defining pertinent criteria, giving sense to gather information and representing statistics.

In our approach, we considered a series a socio-demographic elements, statistical data about massive populations of various age and with different professions in search for a job in Germany, Denmark, The Netherlands, Romania, Spain, Italy and information from the national and European legal background.

The research method adopted in the project used the questionnaire as a fundamental instrument and the elaboration of this questionnaire followed a method specific to the insertion investigation and the sociological research. The main objectives were to ensure a balance between objective and subjective in analyzing the data. That is because the objective social networks determine the development of subjective networks in the social life: opinion networks, acquaintances, perceptions, unrealistic images, mentalities, beliefs of the phenomena from all partner countries.

From the quantity perspective, the analysis underlines the role of the empirical measurement and the role of joining data and quality analysis. From the quality perspective, our method searched for the role of theoretical interpretation of information following the systemic, structural theory and the actual theory of networks and joining quantity analysis.

He have already mentioned that the general image is generated by a diversity of ways of reflecting individual relationships, a special role is played by the social structure or texture, by the density of relationships.

NOTE: The answers to the questionnaire questions, especially the reactions of those questioned to some questions show clearly that people who seek a job are in need for information, formation and

counseling. That's why the institutions and organizations that are specialized in this field must exist in the regions where people are unemployed.

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