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INFORMAL ECONOMY IN ROMANIA
Labour market informalization and youth migration in
Romania

PHD THESIS ABSTRACT

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KEY WORDS:

informal economy, temporary international migration, labour market informalization, precarious working condition, social disintegration, social pressure, labour market insertion, transition, tacit agreements, alternative employment

I. Introduction and Research Reasoning

The research work on "The Informal Economy in Romania. The Work Market Informalization and Romanian Young People Migration" is based on the intensive research of the theme which was initiated by three preparing papers – (i) *The theory of informal economy*, (ii) *Informal economical strategies. Qualitative approach*, (iii) *Critical issues on the informal economy assessment*. These themes furthered new challenges on the phenomena and processes emerging within this context: beyond the strategies reviewing and informal activities in different groups, the Romania labour market and young people life strategies analysis against the informalization and international labour migration.

The informal economy connection, labor market informalization/ scarcity and migration are reasoned by the paradoxical state Romania is living for now: high international migration rate, quite limited domestic migration (Alexe, Horváth, Noica, & Radu, 2012), labor deficit within certain activity fields (Şerban & Toth, 2007), limited young people access on the labour market (INS, 2009,2010), high trend of young people migration (Sandu, 2006), what is leading us to the conclusion that there is a significant deficit concerning the exit from the educational system and labor market integration.

The present work starts from the prerequisites that the informal economy, more exactly the informal labor market is representing an acute issue between young people who are going to start their career or to consolidate their position on the labor market, choosing a stable job on a medium and long term. Labor market informalization represents a disintegration signal and may be a migration factor. The main objective of this thesis is to develop the main actual terms existent in Romania, using quantitative methods by analyzing the available statistical data and also by qualitative methods – half structured interviews – focused on certain specific issues concerning the labour market informalization and on the strategies adaptation to this phenomenon within the migration, focusing on the work objectives stating that the labour market informalization may be a migration catalyst among the young people. By this work we propose an alternative analysis of young people migration reasons, we do not intend to irrevocable solve the cause – goal equation of migration, bringing to the public attention a new context and perspective for understanding an acute issue within the Romanian society: young people disintegration on the labour market (informalized) and migration.

The professional literature concerning the informal economy (see for ex. Hart, 1973; Castells & Portes, 1989; Cross, 2001; Feige, 1990; Harding & Jenkins, 1989; Hussmanns, 2004; Mungiu-Pippidi, Ioniță, & Mândruță, 2000; Neef, Stănculescu, & Adair, 2007; Portes & Haller, 2005; Sik, 1996; Stănculescu, 2004; Trevor, Ram, & Edwards, 2004 etc.) offers a very wide range of diverse definitions on the phenomenon. Generally the informal economy includes all economical activities situated beyond the formal economy (within the binary *formal-informal* division). No matter which is the chosen definition/ nomination from their multitude and no matter the characteristics delimitting it from the formal economy, most of the researches and studies are grouped within two directions: one approach researching the informal economy nature, its motivations, reasons and outcomes together with the attending actors and their macro- or micro-economical context, and an other approach that is trying through different methods to assess or with accuracy measure the dimension of the informal economy within the concerned area. Beyond the investigation of the scientific literature on the theoretical and methodological issues, this thesis is going to develop a quantitative and also qualitative approach, resulting in the context development and portrayal of the Romanian labour market informalization trends, meaning young people life strategies developed within this context. The final outcome could be the mixing of the two visions (informal economy nature versus its size) within the migration process: the informalization, reason and outcome of young people (des)integration on the labour market.

The emerging or mixing of these large themes, meaning the migration and informal economy, is not a new arrival into the professional literature: many studies have been developed, assessing the immigrants harmonization with the labour market from the viewpoint of the informal economy (e.g. Marcelli, Pastor, & Joassart, 1999; Stepick, 1989; Waldinger & Lapp, 1993; Fernández-Kelly & Garcia, 1989; Trevor, Ram, & Edwards, 2004; Williams & Windebank, 1998 etc.), while the attending into the formal economy, or the attending to the labor market informalization is considered as a migration outcome as the subject of many studies developed within the international migration (e. g. Hárs, Simonovits, & Sik, 2004; Light, 2004; Morawska, 2001; Sik, 1996 etc.). But in most of these works the informal economy is viewed as the final act of the international migration in the host country. With the present work we suggest to inverse the terms, reasons and outcomes, based on the assumption that the scarcity of the Romanian labor is developing the favorable conditions and a grounded pretext for the

international migration among the people who do not succeed to be integrated within the labor market according to the society expectations. By the present study we intend to bring a surplus within the Romanian professional literature. Considering all these issues, our goal consists in:

- Main theories, models and research methods analysis and synthesis on the informal economy, knowing that on this subject people wrote and debated a lot within the last decades worldwide the globe. Within this context we assumed the goal to bring a contribution to this developing phenomenon research, assessing its specificity within the Romanian migration context.
- Bringing together the quantitative and qualitative presentation: the quantitative analysis of the available secondary statistic data in view to present the whole Romanian state concerning the informal economy, young people employing and migration. The presentation of informal economy in a quality approach underlying the Romanian informal market specificity: labor market informalization, reason and outcomes within the young people (des)-integration on the labor market and the international migration.
- Development of some bottom lines representing the grounding for recommendations on projecting the government interventions able to significantly interfere, using new reasons to turn this phenomenon into a theme.

II. The Structure of the Thesis

1. State of knowledge: theories and patterns concerning the informal economy and migration

This chapter is synthesizing the relevant theories on the informal economy and migration. The chapters concerning the literature inventory on the informal economy are considering the concept history and synthesizing the international and domestic literature on this theme till the most recent publications in the field.

This resulted in a bibliography and an abundant synthesis available for all persons interested by this theme, schematic presenting the concept evolution and theoretical changes over the time. Though it is a recently discovered phenomenon in science, till now an abundant concerned literature had been developed, outcome of both the academic environment and also

international, national, government and non-government organizations activity, representing a frequent theme on the public policies agenda. This chapter briefly lists also the theories concerning the international migration, in view to develop a starting point at these large themes confluence. The chapter concerning the migration is closed by a theories quasi-synthesis under the migration culture.

In Romania, the informal economy research is different from the other ex-communist countries. Practically, there was no an "official" research on the secondary economy before 1989 in that form allowed and even requested at central level in Hungary. After 1989, the scientific research is following the universal trends. The scientific literature may be devised in socio-anthropology and economical studies. The anthropologists, sociologists are focused on the analysis and expose the informal economy in view to the actors, reasoning, strategies, typologies, either based on quantitative data or the qualitative ones; the economists are focused on the informal economy measuring and rigid modeling.

„Officially”, the informal economy concept had been developed for the first time by Hart (1973:61-89) within his report to ILO, describing the urban sub-proletariat, proving that the majority of them are not included by the employees on labour market. After this edition, the informal sector had been described in an optimist vision and it was recommended to support it, but once the concept had been institutionalized, its positive and dynamic presentation became a bureaucratic one. Within the ILO publishing works, labour employment in the informal economy sphere was constantly identified as an under-employment, and it was suggested that this fact is affecting the workers, which are not able to benefit from the modern economy entrance. But this featuring and quasi-negative presentation of the informal sector within the poverty context was contested by other researchers, militating for an alternative attitude for this phenomenon, underlying that the informal activities are manifest signs of the entrepreneurship dynamism. This re-defining trend had as result a new conception. It was recognized the fact that the informal issues and characteristics from the under-developing world are also present within the modern, developed countries economy. But it is necessary to systematize the already used definitions. For example, the representatives of this thinking are: Feige (1990), Sassen (1992), Castells and Portes (1989, 1992, 2003), Offe and Heinze (1992), Harding and Jenkins (1989) and many others. Within the ample informal economy redefining process, Castells and Portes (1989) are stating the difference between formal and informal: according to them, the primordial difference

consists not in the final product nature (which may be formal or informal), but in the manner it had been manufactured, or it had been the object of an economic trade (see Castells & Portes, 1989; Portes, 1994; Portes & Haller, 2005:405). We propose a treble differentiation due to the fact that by doing this way, the concepts of formal, informal and illegal are allowing to reveal the differences within this close relationship. We are witnessing during the last decade all over the world, a renewing of the interest toward the interest for the informal economy due to the fact that first of all the informal economy not only increased, but also new developments located in different/ unexpected places emerged; secondly, in spite the debate on its defining features, supporting the informal enterprises and the improvement of working conditions at the informal jobs are more and more viewed as growth promotion and poverty decreasing ways. This thinking involves a more expanded defining way by admitting the structural segmentation and assumptions reviewing on the defining characteristics of the informal economy (Chen M. A., 2006). By this thesis we are joining to the idea, which is underlining the fact that the informal economy is a constitutive part of the economical development, it is not a phenomenon on the way of disappearance, more over it knows a continuous growing; it cannot be ignored by the decision makers, governments, specialists, activists. According to Chen M. A. (2006) a very well grounded and informed political approach has to become aware that the informal economy is very diversified, covering a wide range of activities (starting the surviving strategies toward the dynamic enterprises), is caused by many factors, may contribute to the poverty decreasing and is also affected by the public policies and in force legislation, but is differently affected as the formal economy. Further to the theories presentation we review the views (and also the critics) of the dual school, structural school (the dynamic links between formal and informal) and institutional prospective, role of thrust, of social capital and informal social networks.

The Double Nature School: it treats the informal economy within the undeveloped countries, and subscribes to the idea that the informal sector is composed by marginal activities – different from the formal economy - assuring incomes for poor people and a safety network in crisis times. According to this school thinking, the informal economy represents a stage in a country development, is mostly due to the lack of modern working opportunities giving the ability to engross the labour excess caused by the slow rhythm of economic growth and the rapid rhythm of population growing. According to the double nature thinking, the informal sector acts as a reserve, safety solution, absorbing or integrating the labor force excluded from the labor

market by restricting the formal sector and offering a reserve labour during the expansion periods of the formal sector. Simultaneously the informal sector offers affordable goods and services for the marginalized people, so contributing to their social integration (Chelcea & Mateescu, 2004:8-9). As a consequence, the informal sector is identified as a sector which is decreasing simultaneously with the formal sector increasing; it is a parallel developed sector to the formal one, what is not formally integrated, becomes informal (Bhattacharya, 2007).

One of the double nature/ dual school critics is Sethuraman (1981). Having in view the prospective formal – informal discord, the double nature thinking identifies the urban economy as a continuum, where the enterprises and activities part of the two sub-systems are differentiated according to certain features, as: the way of developing the production, the organization way and operations proportions. According to Sethuraman view, it is requested a more precise definition, because the „delimitation” features for the two sub-sectors suggest the fact that the informal enterprises are emerging in spite of the lack of requested financial capital and professional qualification too, or that these entities are not even real enterprises according to a conventional meaning of the word, rather some production units evolving during an evolution process.

At the end of the theoreticians optimism this time less normative as the double nature thinking, has been directed toward the real possibilities concerning the research questions and the phenomenon issuing. One of the greatest names of these times debates is Hernando de Soto (1989) with his book „The other path”. His book was born from the doubt he had in front of the following three theorems: clandestinity means only poverty and marginalization, the Peru culture is incompatible with the enterprising spirit and the economic systems of the most developed countries in the world, all bad things from the Latin America are due to the foreign forces and not to the domestic errors.

The Structural School, promoted by Castells and Porters (1989) is subscribing to the idea that the informal sector is consisting in subordinated units (micro-firms) and workers, accomplishing costs decreasing, so being part of the big capitalist firms competitive growth. Within the structural model, contrasting with the double nature model, the production forms and modalities are not considered just as co-existent, but also closely related and interdependent. According to this view, the capitalist development nature (and not the lack of economic development) is explaining the informal production relationships development persistence and growth. While the previous approaches defined the informal sector according to its

characteristics, as economic activity type, company size, social status of the workers, or the invested capital amount, this approach champions (Portes & Sassen-Koob, 1987; Castells & Portes, 1989; Benton, 1989; Fernández-Kelly & Garcia, 1989; Sassen-Koob, 1989; Sassen, 1992 etc.) are making a distinction concerning the informal economy by production and trading processes. So, the informal economy includes all activities income generating which are effectively regulated by the state within the social environments where similar activities are settled (Castells & Portes, 1989). Based on this definition, the sociological structural approach states the fact that the informal economy is not strictly associated with the underdevelopment of the third world countries, contrary persisting even within the modern, post-modern or post-industrial sectors of the economy. Porter and Sassen-Koob (1978) are assessing the informal economy relationship within the industrial development theories context, the activities character and dynamic and their development. They consider as informal these working situations within which the work and capital are not clearly separated, the contractual relationship among them is missing, there is a paid labour, and also the working and payment conditions are missing. So definite or identified, the informal sector of economic activity is heterogeneous considering a structural point of view, and involves activities as: subsistence, small scale production and commerce, subcontracting to quasi-clandestine companies and home workers.

Logically, *the institutional prospective* was supposed to be included also by the informal economy double nature assessment. The issue was separately treated while within the institutional approach other newer theoretical issues concerning the informal economy have been also introduced, as the role of trust, of social capital and networks in the informal economy. Sindzingre (2006:58-74) emphasizes the idea that instead of formal – informal discord, phenomena considered as informal may be explained by other features as: the credibility and feasibility of institutions and contracts, either formal or informal ones. The social capital and social networks role represents an important concept in studying the informal economy. Within the new contemporary regulations and globalization context, the informal economic organization forms became quite popular, profoundly inter-connecting with the official economies, consequently the „old” notion of informal sector and informal economy raised questions. Both in the industrialized societies and the developing ones the informal economic arrangements based on links among relatives, kinships, friendship, community connections interfered within the contemporary economies as subcontracting, illegal work, transnational migration etc. as result of state

involving diminishing in the population welfare and labour employment. Within this context researchers as Portes (1994) reached to the conclusion that the formal – informal distinction overcame the utility. Using the social networks theory the ability of social forces assuring a settlement framework flexible integrated within the fellowship and confidence is assessed. So, the social networks are considered more a social capital source, able to strength the efficiency and independent state economic development. Better to represent the economical informality in the regulation absence terms, the social networks is developing the portrait of informal economy as an alternative form of settlement, operating beyond the settlement frame offered by the state.

As the subject of the present work is the analysis of the work market informalization in Romania as a migration factor among the young people, we synthetized the international migration theories within the relevant economic theories. Labour migration was and still is a phenomenon emerging as dominant or less dominant during different period of time in the history (by labour migration or emigration). We do not intend to develop an exhaustive presentation of these theories, we have been focused on the relevant ones for the informal economy prospective, following the chronology principle based in a large measure on the synthesis study by Massey and co-authors (1993). So we have briefly reviewed the classical theories, presented the neo-classical economy answers, the new migration economy, double nature work market theory, world wide system theory, migratory network theory, migration cumulative determination theory, migration culture theory.

Although the present work within the multitude of studies/ works having as object the informal economy study in a way or another, we can find it somewhere at the middle of the range taking into consideration the measuring versus description, with proclivity toward different views on this phenomenon nature knowledge, following the idea of an useful synthesis of the respective scientific literature we considered as useful a distinct chapter dedicated to the informal economy research methods, whose goal is to exactly determine the measure the informal sector is engrossing the formal sector funds (the decision makers for the public policies in this field are those interested in the under the aegis of tax frauds, work on the black market, etc.). So the chapter *The Methodology Dilemma of the Informal Economy Research* is showing in a structured manner the main sociology methods and techniques used for the informal economy research, also reviewing several economical methods. Of course, the methods list and their presentation is not exhaustive, but this chapter may be a starting point for researches directed to this field of

measuring with accuracy what in some contexts is considered as being „un-measurable”. The synthesis of informal economies research methods would deserve a distinct study in view to develop an inventory of all the existent approaches in the field, while this is a phenomenon very difficult to be quantified (often labeled as un-measurable phenomenon). So, as an answer to different theoretical issues there are emerged a lot of methodology issues. Structuring the methods is itself a difficult challenge, while the use methods in different researches is different according also to the chosen operational definition. Within this chapter we intend to synthetize the existent methodological approaches. During the last time the informal economy, more exactly the accurate measurement of informal economy became very popular among the economists, so there is a range of studies focused on the informal economy size, based on different methods. We have synthetized the most popular methods used for informal economy size assessment, based on Ékes (1993:103-118), Mungiu-Pippidi, Ioniță & Mândruță, (2000), Albu (2003, 2008), Easton (2001), Andrei, Oancea, Stancu, and Iacob (2009), Andre and Stelian (2008), Andrei, Ștefănescu and Oancea (2010), Ene and Hurduc (2010), Buziernescu, Nanu and Spulbar (2009), Belyó (2008), Covaci (2007), Covaci-Voicu (2008) etc. In view to the invisible incomes quantifying several methods have been developed based on different international outlooks, each of them having its weak points which have been showed. A general issue is that by no matter what method just a part of the informal economy may be searched, determined, there is no valid „international network” by which we could determine a clear image on the phenomenon (e.g. the corruption cannot be searched using questionnaires). Used methods are different according to the research place and space, for better developed societies better results, meaning that in a better developed society the results are easier to be registered, they can be much easier and in many ways supervised (Ékes, 1993:103-104). From technical point of view, Belyó (2008:63) makes the difference among the three method categories: direct approach (poll, income statement analysis), indirect approach (national accounts assessment, labour market statistics assessment, transactional approach, physic in-put method) and approaching by models (structural equations models – SEM, multiple indicators multiple causes model – MIMIC and multiple indicators multiple causes dynamic model – DYMIMIC). Speaks about seven basic methods that may have also sub-units, methodological schemes may be developed based on them. The seven methods already mentioned are: the questioning method, labour market statistics analysis, monetary method, household statistics, estimation method, national accounts

analysis, taxation method. Beyond these quantitative methods Ékes describes other five methods used within the Eastern countries, namely the media articles analysis, interviewing method, aggregate indices method, partial analysis and mixt methods, all of them being a variation of the seven previously mentioned above methods. At the end of this chapter there is an informal economy measurement assessments in Romania, demonstrating that also in a domestic context there are a multitude of methods and also the multitudes of their outcomes, meaning the „un-measurable” nature of the phenomenon.

3. Definitions, research objectives, work methodology

The chapter addressed to the thesis methodology intends to clarify these terms definitions we operate with: informal economy, informalization, life strategy, developing also a connection with the conceptual of the phenomenon. Also within this chapter there is sketched also the qualitative research target group, research objectives that guided us, and also the quantitative data assessment used during the scientific research.

By defining the informal economy as the total of economic activities through which not declared, not registered incomes are developed within the formal economy, there is a possibility to identify the market informalization phenomenon. We are not focused over these informal activities practiced beyond the formal, but the informalization, as a phenomenon receives new dimensions. Within this work, for analysis of the interviews taken with young people, the original approach is the migration analysis as a life strategy within the labour market informalized conditions. Within this analysis we agreed with the definition given by Sandu (2000) concerning the life strategies, namely that „there are rational action structures, relatively lasting at the agent level who is adopting them”. This thesis subjects are generally young people in Cluj of an age of 18 – 35 years, having an average or higher education level, carrying out their activity in their first or second job or who are looking for their first or second job for their carrier on the work market. Within the synthesis process of the most important approaches concerning the informal economy, the migration and structure changes developed in Romania (included by a global context) based on the empiric data, main objectives of this thesis are the following:

- (i) What are the main problems young people are confronting within the integration process on the Romania labour market,
- (ii) In what measure young people problems on the Romania labour market are reflected by the statistical data,
- (iii) How often young people on the Romania labour market are confronting different types of non-standard (informal) jobs,
- (iv) How much adapted to – how much they agree with – informal autochthonous job offers are the young people in Romania, and in what circumstances,
- (v) In what measure the informalized labour market (as a cause) is crossing the international migration (as the effect) within the young people life strategies (how frequent the international migration is an alternative),
- (vi) In what measure the temporary international migration means a formal status of employee or the implication of other foreign informal agreement,
- (vii) How are interpreted by the young people in Romania the informal agreement concluded abroad against the ones from Romania – the involvement in other informal agreements abroad.
- (viii) Temporary or definitive effects of international migration of young people: positive (unemployed people export, remittances import) or negative (a precarious market, young people vulnerability).

The methodology of empiric approaching is based on two levels. The quantitative, descriptive part is based on different data sources – official statistical data, research and studies and the respective data bases – concerning the envisaged themes, by which we tried to develop a classical statistical description of the state of facts, which may act as a quantitative background of all the issues presented by this work.

The qualitative approach is developed in 50 interviews demi-structured with the young people, corresponding to the target group description, developed during April – May 2011. Main subjects the interviews have been structured around are the following issues: identification questions, education, transition from school to the labour market; migration; generation issues on the labour market. In the present work the surviving strategies are connected to the economic nature individual activities, so their role is to strengthen the economic state, and maximize the economical resources. Within this context, under the umbrella of surviving strategies are

included all actions facilitating the improvement of the individual economic situation. All these life strategies became operational by the following dimensions: request changes at individual level (transition from school to the labour market); economy resources changes (situation on the labour market); changings in attitude (adaptation to the existent situation through different methods).

The qualitative analysis has also a further component: 5 interviews have been developed with professionals in young people inclusion: authorities/ local institutions, NGO-s, companies. The goal of this component of the qualitative research was to obtain an institutional feed-back from the interested parties and involved in the social security work, labour market, job finding for the available labour, etc.

4. The Informal Economy, informalization terms in communism and post-communism

This chapter presents the theoretical background of the thesis, a description and rather a social-economical context development, and also the presentation of the internal and external migratory trends in Romania after 1989. Based on didactic reasons three stages are concerned: the informal economy before 1989, the informal economy during the transitory period just after 1989 and the informal economy during the present times – new facets of informalization – this last chapter comprising also a synthesis of migration trends in Romania after 1989. The scientific contribution of this chapter consists entirely in the autochthonous scientific literature synthetizing, the presentation of studies and researches developed in Romania, largely develop the inventory of great authors dedicated to this theme research from different expectations. The base studies, articles and books we took as mile stones represent the autochthonous professional literature in the field (Chelcea & Mateescu, 2004; Dobrescu, Rughiniş, & Zamfir, 2000; Hunya, Réti, R. Süle, & Tóth, 1990; Neef, Stănculescu, & Adair, 2007; Sik, 1996a, 1996b, 2006; Sik & Kelen, 1988; Stark, 1989; Stănculescu, 2004; Stănculescu & Ilie, 2001; Mungiu-Pippidi, Ioniţă, & Mândruţă, 2000; Verdery, 1996; Ékes, 1993 etc.).

We may not talk about sociology research of this phenomenon in Romania before 1989, while officially there was no secondary or informal economy. Concerning this period of time there are no available scientific tools for researches synthesizing, our work was restricted to

informal activities inventories and especially to developing their context within the social-economic environment before 1989, what is an important issue, while the past of the communist economy is reflected also in nowadays. Anyway, the discourse concerning the communist informal economy is not denied by the secondary economy concept, which although it was not present in the communist economy, stroke roots within the public discourse. Within the Romania communist context we may agree to the conclusion of Girasek and Sik (2006:75), according to that the informal economy before 1989 functioned as an inventive response to the rigidity of the planed and controlled economic system, a tool for increasing the incomes – not necessary in currency.

The post-communist period has its own special characteristics which are assuring a mainspring to the informal activities the dual economy and society are born by. Within the economic transition context the informal economy may be considered as the previous regime heritage. The exercise, as the economic elite saved their economic connections reviving them within the market economy, is relevant also for the informal surviving strategies. This means that people involved in the invisible economy during the communism are using their practice, connections and information sources for assuring their surviving within the structural change in Romania (Péter, 2003b). Coming back to Girasek and Sik (2006:75): during the post-communist transition period, unlike the period before 1989, the informal economic strategies „invented” within the new economic context have the role of a defense mechanism – facilitating the advantages in the social-economic situation after 1989.

In spite of the fact that here is no clear demarcation line between the post-communist period and the period after the post-communist period, from didactic reasons and not only, we treated them separately having in view the informal economy, or the informalization. We tried in this way to sketch the social- economic profile of the post-modern informalization within the Romanian paradox. In this chapter we systematically reviewed this theme, having the goal to sketch the social-economical context of labour market informalization and young people migration in the contemporary Romania. In many times when characterizing the Romanian society, we fall into trap of the communism/ post-communism/ political - economic transition when motivating certain social phenomena, not taking into consideration the world wide economic-social trends strongly influencing the structure and evolution of social processes in Romania.

In this chapter presentation the conditions of precarization/ informalization of the labour market are perfectly underlined, completely lining to the migratory trends presented in Romania. It is obvious that although there is a deficit of labour offers in certain fields of activity, young people integration on the labour market is rising issues and the international migration among them is more and more popular, due to the existence of migration culture and to the practice of wage differences. In these conditions, it is obvious that beyond the salary motivation there are other factors facilitating the migration, one of these factors may be also the labour informalization, pushing the potential employees to the international migration. Within this context the agreement on the labour market informalization and its adaptation to these conditions either by migration or by informal agreement acceptance may be considered as a defense mechanism for the disadvantaged groups – as the young people, newly participants to the work market – on the double nature labour market (Girasek & Sik, 2006:75).

5. The empiric analysis of labour market informalization and migration

The empiric analysis is determined by two directions. The first part, the quantitative one, is reviewing the following themes: statistical description of demography processes, the Romanian educational system diagnosis, the labour market in Romania – from the prospective of young people inertia on this market and the international migration of young people in Romania. The qualitative approach, a second dimension of the chapter is studying the individual level of life strategies. We tried to sketch also in quantitative terms these leit motifs we identified as being important in both the statistical description which have been confronted with, and for the interviews developed with the target group, while by the life strategies we met we sketched the young people typology having in view the relationship and adaptation strategies to the informalization conditions on the labour market and the international migration endeavor within this context. This part of the thesis is closed by a re-conformation of these issues above presented by interviews developed with professionals in the field.

Young people in Romania situation – quantitative approach: The main goal was the statistical description of the Romanian reality concerning young people situation on the labour market within a wider context. Within this statistical description we assessed the country

situation, where necessary, comparing it to the European Union countries. By the logic thread of the quantitative approach we tried to sketch as real as possible young people situation on the labour market, „to identify” their position within the Romanian and European society, simultaneously during the data and official information assessment we presented the methodology particularities and considered certain systemic deficiencies. Consistently we presented the following themes: statistic presentation of demography processes, educational system diagnosis, Romania labour market radiography and international migration focused on Romanian young people migration, closely related to and permanently connected to the theory part of the work, especially to the synthesis in the chapter dedicated to informalization in Romania, before and after 1989.

When detailed presented the *demography processes* we focused on the social pressure increasing young people are confronted with, from a demography point of view: population decreasing, including young population decreasing, respectively the active, employed population decreasing, meaning a direct huge pressure in the future for the elder, inactive generations, the dependence on young people confronted with inertia issues on the labour market, due to varying reasons. *The educational system diagnosis* started from the premise that in Romania, and not only, we are confronting another paradox situation within the education context: on one side an expansion of the education after 1989 can be observed (the increasing of the inclusion within the education system degree for population of school age), on the other side there is a significant lap between the Romania reality and European objectives concerning the education indicators as school abandoning decreasing, the increasing of population graduating at least the high school, the increasing of the proportion of university education graduate population, the increasing of adult population attending in permanent education; at the same time, the long employment of young people, migration availability, and generally the integration difficulties on the labour market are issues closely related to the education. Within this chapter we developed many themes/ issues: the education level increasing, the attending of the young people to education process on different levels, early school abandon, continuous professional training, the transition from school to labour market, young people vulnerability within the inertia process on work market, the process of learning all over the entire life, etc. *Working market diagnosis* is reviewing all the theoretical and statistical tools for underlying the structural reasons young people are confronting on this market, developing a strong base of the qualitative assessment.

Beyond the outcomes of transition from a re-distributive economy to the market economy in 1989, we may not neglect the other social-economic factors, global phenomena, that developed their outcome by generalizing the risk factors (Péter, 2003b). Beck wrote about the labour market „revolution”, where the arranged of fordism thinking is replaced by an incertitude economy policy, whose social and politic implications are not known. Within this context the hazards young people are confronting with during the integration process on the labour market and not only, have been increased. Labour market may be identified as an important vulnerability source, while the unemployment among young people in certain countries register very high rates, the way from school to the active life, economically speaking, is long and rough, resulting in certain circumstances in a major risk of social exclusion (Furlong, 2003). Working market informalization and generally speaking youngster problems on the working market are emerging as a challenge or a permanent issue on the national and world wide working organizations agenda, of over-government international structures as OECD, ILO, European Commission, etc. There are rumors about an unprecedented young people employment crisis. Beyond the national and European objectives concerning the active population insertion on the working market, main themes assessed are: young people employment, young people unemployment (on age and education levels groups), the Labour Code and its outcomes analysis, the alternative employment forms and their outcomes, and also the young people employment level in different employment forms, the identification of some methodology issues at the unemployment registering and interpretation level in the official statistics (The Employment Agency, respectively the National Institute for Statistics), the long lasting unemployment among youngsters, average time spent between the educational system and labour market, reasons for accepting of alternative employment arrangements on the labour market, etc. Coming back to Chen M. A. (2008), available proofs suggest that the labour became flexibilized or informalized or non-standard. This notion of „non-standard” work is frequently used, including: jobs based on an arrangement between employer and employee, full-time occupying without a secured contract; self-occupying of labour with or without employees. The categories used are: temporary employment, definite period of employment. In an increasing trend we may find also the sub-contracting, especially in services and production fields. Within this chapter we reviewed these categories from a statistical point of view, before to conclude concerning the existent situation and to formulate informalization proposals concerning the formalization vision reconsidering.

After 1989, the migration as a social phenomenon became a very important issue for the Romanian society, while both the leaving and also back coming and also the foreigners immigration to Romania or the internal migration are conditioning major economic and social processes. Of course, we may not consider this phenomenon outside the economic transition, while many issues „unsolved” by the political regime changing in 1989 have been solved „themselves” through the Romanian people, among others by temporary migration abroad. Within this context, Sandu and Alexandru (in Preda, 2009:266) are speaking about „a social transition by migration”, which showed also successful periods during the last 23 years, on long and medium term has multiple implications, including major economic and social hazards. From this work prospective the main issue is the temporary abroad migration of young people and the connection this phenomenon has with the autochthon labour market. So, the scientific goal of connecting the two great themes: the informal economy/ informalized labour market and migration is still valid. We have reviewed the migration theme by offering a descriptive statistic also background of the qualitative assessment, we synthetized simultaneously the main information/ scientific and political documents which somehow approached the international migration of young people in Romania from a statistical point of view. The paradox situation of Romania as a leaving point is still valid: high international migration rate, quit limited domestic migration rate (Alexe, Horváth, Noica, & Radu, 2012), labour deficit in certain fields of activity (Șerban & Toth, 2007), restricted access of young people on the labour market (INS, 2009, 2010), high migration trend among the youngsters (Sandu, 2006). Within the first part of the thesis we presented the major migratory trends in Romania during several periods of time (1990 – 1993, 1994 – 1996, 1997 – 2001, 2002 – 2006, 2007 and after, respectively the new migration wave which may be considered as young people migration wave).

The labour market informalization and the migration- qualitative approach: Further to the general issues presented by the statistic description, within this chapter we focus on the specific problems young people are confronted with on the labour market having in view the demi-structured interviews, sketching then also a specific type based on the life strategies we met, characteristics and adaptation attitudes we noted. This chapter structure follows the logic of the whole work – from general to definite, id est a deductive approach – within this chapter the analysis focus being on the individual prospective at the life strategy level. The dimensions, on whose edge young people strategies have been designed, are the following: changes at the

individual level (origin, family, education, transition from school to the labour market), changes at incomes level (career on labour market, migratory past – including in family), changes at attitudes level (adaptation strategies to the situation present on labour market, expectations and plans for the future) which will be analyzed according to the three-dimensional model taken over from Sandu (2000).

The difficulties met on the transition process from school to labour market are rising a lot of issues: first of all, we are witnessing an expansion period of the university education, resulting in the proportional increasing of masses with an university degree, what should be the theoretical warranty of a stable, long lasting working place. Young people are confronting multiple problems: unemployment, few jobs and of a low quality which are not according to the education level, less paid, etc. The unemployed status is difficult to be managed, while the surrounding social environment is many times controlling different stages of the job search. There is a high competition for quality working places, the passing from school to the labour market is chaotic, young people wages are decreasing, working places insecurity is increasing; Even for the best qualified young people, the unemployment became a quasi-normal status. The social security and support became more restricted, so during this period of time many young people become more dishearten, they are outside all the integration/ registration systems – education, social security system, labour market, unemployed people registration system. The number of self-employed young people increases, but usually there is about the compelled self-employed, the education discrepancies are higher – the labour market demands are obvious, what is not a Romanian specificity, it is a global issue, which should be nationally managed. During the discussions, most of the subjects (90%), including those quite rapidly and successfully integrated on the labour market (having now an working place where they are feeling all right), mentioned as an acute issue the difficulties the newly graduated when searching and finding an working place. The quality of the jobs is a general problem having in view not only the education/ under-employment prospective but also the contracts concluded. Many times, not even the employers are regarding the things on a long term, either it is about an working place fitting or not with the potential employee potential, and they are practicing different employment strategies, based on the permissive law valid provisions or sometimes on the law gaps. The investments made in the labour are expensive and they have an outcome only on long term. Labour market flexibility is not something new, it includes the alternative working forms introduction – part-time jobs,

homework, work at distance, work based on projects, self-employment, temporary jobs, etc. But some of these alternative work forms may not offer security on the labour market and the labour so employed becomes more vulnerable, than the market is not developing its integration role. Within the „new” forms of informalization we highlighted Beck statement (1999, 2008) within the individualization and modernity context the second in the present globalized era, and we are considering the existence of two labour employment models. The welfare model which compels the total employment with secured contracts, middle class careers, long term jobs (for the entire lifetime); the other model is what we call fragile or flexible employment, it covers a flexible working schedule. Part-time jobs, short time contracts, juggling with the employees among different simultaneous work types. In this case we may speak about work plural development.

Nearly all respondents are included by the *flexiworkers* and *flexitimers* category while the employees or potential employees time partially became the employer propriety, they expecting to a maximum flexibility from the employers, in fact an owner attitude is desired (of the company/ enterprise/ institution) but without dividends from profit. While the modernity is featured by security, certitude, clear limits, the second one is featured by insecurity, incertitude, clear limits dissolution, and the important life sectors – the economy, policy, society – are regulated by hazards. Decisions, management strategies are permanently changing, everything is possible, consequently nothing can be controlled and predicted. Within the global hazards the Ford theory regime of mass standardized production, based on a labour division inflexible, segmented, hierarchic, becomes an impediment in the capital using. Employment security and social protection are others characteristic of a work place (Beck, 1999, 2008). But by this theme, apparently based on the interviews, we are reaching a slippery soil concerning the limits between legal and illegal or formality and informality, which may be determined in many issues of young people employment/ unemployment. The employment strategies above mentioned by the interviewed young people are suggesting that some of the employers prefer to avoid the legislative restrictions and in a legal or quasi-legal manner they take the advantage of the work force anyway vulnerable.

The perception of an ideal place, we met in the assessed interviews is corresponding to the articles and researches we studied, the majority of the respondents mentioning the same major themes: decent salary, stable work place, good colleague fellows, complying with the employees rights, team work, good boss, nice colleague fellows, etc. Within the analysis of

alternative employment forms we dedicated space to the self-employment concept presentation, a phenomenon met in the reality, but at statistical level and also in professional discourses the phenomenon does not appear in the same way it functions in reality (definitions, data adjustment to the international requests, etc.). reviewing these characteristics of informalized economies we may conclude that self-employment perception in Romania is stocked at a precarious level, while the economic, social and political environment supporting these activities among the young people has important social and legal gaps.

A real alternative at individual level for finding a work place is the international temporary or definitive migration; young people are not able to cover on long term the expenses colligated to the decent job searching or they are not willing / able to agree the informal or demi-formal terms, they are dishearten by the insertion on the autochthon labour market. The migration leit-motif appears in each interview, while 17 of the subjects have had migratory experiences, while the rest of 33 subjects mentioned the intention to migrate (with or without definite approaches, but with well defined terms). In the case of young people also the definition according to what the life strategies are fundamental choices in a situation of competition by resources mobilizing or capital conversion (Sandu, 2000). Within the context of labour market insertion young people are doing similar choices: the competition for a decent job results in different outcomes, some of them are successfully hired, others are agreeing to an unsuitable job against the ideal work place (less paid, or under the education level, or requesting informal employments, precarious, instable, etc.), while there are also young people who, because of the lack of jobs, are standing beyond the competition, accept the unemployed status on a period of time, or become dishearten for the job searching. No matter the result of this competition is, at individual level it is followed by a fundamental choice, which in an emphasizing manner (and not only) includes also the international temporary or definitive migration alternative. Migration culture concept is concerning the cultural values changing determined by the previous migration perceptions within a community having a considerable migration history. Migration practices offer a reference behavior repertory concerning young people, simultaneously directing and motivating social actors choices. Migration culture looks firstly as a social organizing dimension; in the same time it is more and more obvious that the migration on the foreign labour markets replaces the mobility on domestic markets; migration may represent an alternative choice while the internal labour market is precarious and there are salary differences comparing with the foreign labour

markets; migration emerges as a non-normative model, id est it may help the participants to fill in the gap generated by the difference between the society expectations and possibilities people who intend to integrate on the labour market are confronted with. So, the cultural function of migration represents an undetermined context where the transition incertitude prolonged at maturity may last longer. Young people migrate not only because they have a direct or indirect migration experience, but also they have restricted acceptable opportunities to become mature by working (Horváth 2008, 2009). Comparing to the youngsters migration trends identified by the quoted authors, the massive emerging of definitive migration among youngsters at declarative level is a new trend, for now they just intend to migrate with or without definite arrangements in this direction. Another crucial question was: why young people accept easier the informal employments from abroad and not from Romania? The answer comes from the interviews we achieved. Social distance and also the variances between the host society and the origin society result in making acceptable these relative marginal positions. In the same context it results also from the interviews that although young people are willing to agree all kind of precarious situations, marginal in abroad, it does not mean that the marginalization experience on the abroad labour markets would contribute or facilitate to the acceptance of the informal, precarious, instable status, many times based on informal arrangements concluded in the origin country. The attending to the labour secondary markets from abroad is pragmatically assessed, meaning by the purchasing power as work result. The origin country stability is further agreed within the formal, stable, sustainable, decently paid working conditions

The presentation of young people typology is accomplished against the three-dimensional pattern took over from Sandu (2000): considering a phonological prospective, meaning the field of strategic actions manifesting, the intended objectives; the instrumental prospective, meaning the means of accomplishing and the functional prospective, consequences of the strategic action. The typologies have been strengthen on the edge of the following dimensions: the attitude against the autochthon labour market, the existence of informal commitments, migration endeavors, the attitude against the abroad work places quality. So, we identified the following typical attitudes: forcible worker – *insider* with any price, quasi-forced migrants – outsider here but *insider* there, successfully free lancers, those successfully integrated; based on these dimensions we identified the main adaptation motivations and strategies to the terms met on the labour market.

The qualitative research, empirical base of the present work, was concluded by the interviewing some professionals in this field, decision makers on local level, representatives of local public institutions in the field of social assistance, representatives of business environment by professionals in human resources and labour placement in abroad. This qualitative research component has as declared goal to obtain an institutional feed-back from the interested actors involved in social assistance, labour market and labour placement field.

Main issues young people are confronted with during the process of insertion on the labour market are meeting these identified by youngsters, but from other prospective they are also present in professionals discourses and they are varying according to the interviewed person, respectively the origin field. Concerning the different employment alternatives and commitments, sometimes informal ones, concluded between employer and employee, we have been confronted in one side with different opinions and in the other side with disinformation, coming especially from the public institutions representatives. This problem, considered as severe by the interviewed youngsters, at professionals declarative level does not represent quite an important subject. The approach is more pragmatic: there is a law, partly advantageous for employers and partly less advantageous for young people willing to find a stable work place, on long term, with an attractive salary, law that has to be observed, and this is the reason the state institutions do exist, to identify the discrepancies, illegalities. Young people have to be informed and to prepare much better for facing the challenges they meet on the labour market. According to the respondents perception this issue of informalization or „illegalization” process is not so severe as for example youngsters migration. It does not always matter, as a direct cause, the employment troubles for the temporary work migration, although I admit that the migration phenomenon has for now and will have in the future tragic outcomes on the labour market in Romania, simultaneously underlining the positive effects of migration. It seems that young people are confronted with a disintegration process on the work market, which is emphasizing the international migration causes among them, beyond the classical causes. Based on the life strategies we may conclude that the salary differences in Romania and any other foreign country do not represent a primordial cause for the intentions or decisions on leaving, because other advantages as work places stability, the interpersonal relationships, the usage, the routine are balancing these differences. It seems that when the work market, by all its components, does not met its integration role and a market segmentation and informalization is developed, on the

double nature work market young people do not find their place, so they decide to temporarily or definitively leave the country. This issue signalizes not only young people vulnerability on the Romanian work market, but also the vulnerability of the whole Romanian society. There are some professionals speaking about the fourth migration wave (Ulrich, Bojincă, Stănciugelu, & Mihăilă, 2011), within which the career migration represents a severe phenomenon. The society offers only limited opportunities concerning young people integration at the expected level on the work market, so these potential employees are in a permanent conflict between the society pressure and offered opportunities. Within this precarious context the international migration seems to be a viable temporary or definitive solution.

6. Conclusions

The goal of the present work is to diagnose the work market in Romania considering the young employees and their connection these analyses have with the temporary international migration of youngsters. The starting point was the premise that the informal economy, more specific work market informalization represents an acute problem among young people, who are going to start their careers or strengthen the position on the work market, choosing a stable, on long or medium term job. Labour market informalization is a disintegration signal and may be a migration cause. The main objective of the present work was to develop the presentation of the Romanian informal economy using quantitative methods, by the existent statistical data analysis and using qualitative methods – demi-structured interviews – focused on the analysis of certain specific issues concerning labour market informalization and typification of adaptation strategies to this phenomenon within the migration context, focusing on the work objectives, stating that the work market informalization may be a catalyst for international migration among the youngsters. By this thesis we proposed an alternative analysis of international migration among the young people, we did not intend to solve for good the equation cause - goal of migration, but a contextualization and a new prospective for a better understanding of an acute problem within the Romanian society: young people disintegration on the work market (informalized) and migration. This thesis was not meant to give a resolution concerning the beneficial or negative effects of informal economy over the society, although we offered a detailed presentation of the phenomenon, the research methodology, I reviewed a quantitative approach on the situation in

Romania, and a qualitative presentation of a niche in this very vast theme. The last part of analysis – the qualitative approach – had as goal the identification of new informalization strategies of the labour market (beyond these presented within the previous chapters) and the conformity methods of concerned young people, and not the last these two themes unification – the informal economy and migration – within a new prospective, reaching to the conclusion that the informalization may be/ is a phenomenon on the work market generating the migration among the young people who are in an active age, have a finalized education process at the career beginning on the labour market.

New informalization forms identified under the aegis of the formal/ legal economy (different combinations between formal and informal described within the previous chapters) are the result of the new adaptation strategy. So, within the migration context in this approach is re-evaluated: the migration culture acquires new dimensions having closed links to the work market informalization. The possible migration practice, optional or desired is transformed in a request, which becomes „compulsory” for certain social categories – respectively the young people in the present situation (Horváth, 2008).

In a modern society the labour market has to represent a conglomerate integrating the active population, assuring in this manner the economy stability on long and medium term. If well strengthened, it may assure labour absorption in such manner that a radical migration do not result. At the same time the informal economy size stays under the critical level, not affecting the economy and stagnates. When the labour market is precarious (work relationships are flexible and informalized), it cannot offer stability and sustainability (continuous access to the social insurance system, social assistance, retirement system on medium term) for the actors that are going to position on medium and long term in formal conditions. Precarious labour market generates the increasing or emphasizing of informal economy, simultaneously generating its penetration within the formal sphere. In the context of this thesis concerning the informal economy in Romania we identified different informalization forms of the work market. According to these forms, „newly identified” we may conclude that the informal economy in nowadays Romania is not functioning as an income supplementing tool as it did before 1989, neither as defense mechanism- advantages facilitating within the context of the transition after 1989, but as a defense mechanism for the disadvantaged groups on the double nature labour market (Girasek & Sik, 2006:75), many times promoted even by the formal or official sphere of

labour market by different methods. This approach is considering young people as members of disadvantaged groups trying to adapt to the terms offered by the precarious labour market in Romania, either by accepting the informalized integration conditions or by migration. We mention that no matter is the chosen strategy (acceptation versus migration), these being implemented by actors, on their turn they can produce continuous informalization. We may notice that beyond the main factors – massive differences concerning the incomes, GDP/inhabitant, standard of living, hazards, migrants networks, economic regulations, migration policy – there are also other micro-economic factors playing an important role concerning the migration (Horváth, 2008; Girasek & Sik, 2006:75). So, within this context we are talking about a migration which is adapting to the „non-standardized” model (Horváth, 2008), helping the potential young participants on the labour market to fill in the gap between the society expectations (the request for a stable job) and the limited possibilities - (not) offered also by the society – they are confronting with.

Considering in succession this presentation objectives we may conclude that young people in Romania, as the majority of this generation from the European Union are confronting the same major problems, their measure or „severity” differs from those of the European countrymen. So, the successful integration on the work market is stumbled over a clumsy transition from the education system to the work sphere, the quality of job offered, an important disparity between the education level and the jobs offered, long lasting unemployment, the disheartening phenomenon on the labour market, lack of information/ disinformation, etc. These problems are emerged both at individual level in young people life strategies and macro- level of the society – through the analyzed statistic data. Consequently we have to consider that beyond the other vulnerable groups concerning the integration on the work market the young people very significantly appeared also, and in future researches when elaborating the public policies in the education field they may not be ignored from the equation. The frequency of main let motifs or problems at life strategy level confirm their importance, so they have not to be treated at macro-level as some apparently passing problems while they are strongly influencing directly and indirectly the whole society vulnerability.

Young people are always confronted with alternative, non-standard, jobs and employment forms fact confirming that not even in the developed countries the informalization symptoms are not missing. The adaptation to the conditions offered by the employers shows different strategies

depending to the adaptation availability or refuse, further generating other adaptation forms, including temporary international migration. The crossing of precarious working conditions to the international migration may be found in youngsters' life strategy, especially in active identified strategies, so we may conclude that the temporary migration for working appears as a real alternative for insertion on the work market among the young people and not always it means a formal status in the host country, many times young people being involved in other informal arrangements. Informal agreements from abroad have another understanding as the precarious commitments in the origin country. Although at the level of life strategies the wage discrepancies do not appear as primordial cause of migration in the precarious conditions from abroad, but they represent an excess against the similar conditions in Romania. The outcomes on medium and long term are alarming while within the lack of some effective strategies with clear measures at national level, young people vulnerability is increasing on the work market, fact that may lead to the fourth migration wave from Romania, being massively initiated by youngsters, leaving so the society without labour or with a disheartened working force.

In these circumstances the work flexibility and security and also the concept of flexicurity have new understandings specific to the country, while it does not correspond to the community requests and partially oversees the security component. So it facilitates indirectly the informalization. For this chapter there is the professionals' consensus who are pretending that the informalization of developed economies is acting precisely in informal/ alternative/ precarious/ non-standard commitments functioning on the work market.

Due to the above mentioned we have to mention also the limits of this thesis. Any scientific research no matter how well grounded is, it still may not oversee the hazard of the existence of some limits which may affect or not the results obtained following the research. There is a range of limits we identified in accomplishing our empiric research, but they have no influence over the conclusions relevance resulted from the results analysis. These limits may be classified in two categories: limits linked by the issues concerning the form of approached themes, and limits of an organizing nature.

Concerning the limits linked by the issues concerning the form of the approached themes within the empiric research we developed, we may list: the interdisciplinary nature of the research theme (the informal economy) and the multitude of projects, studies developed on this theme; methodology limits; massive influence of existent public policies. Concerning the

organizing nature limits we consider that the development of this research over a longer period of time would determine the accomplishment of some higher rates of attending to the interviews, and we also could find opportunities to join some quantitative researches type omnibus, from which to obtain recent data strictly concerning the object of the present thesis.

The interdisciplinary nature represents an advantage and also a disadvantage: the informal economy research gathered a vast professional literature, especially with the international literature, but also the autochthone one in different disciplines is in line with them by countless studies, articles, research projects financed from different funds, etc. The multitude of bibliography is hiding the hazard of losing in this subject, and secondly any times is difficult to delimit the utility of certain bibliographic information – considering our research with the goal to avoid the subject theorizing, thirdly the bibliography quality has to be carefully surveyed, followed and reviewed. In the accessible information and of the projects financed by different funds, a well defined theme and well formulated assures the way of financing in a lot of cases. The subsequent control has in view the accomplishment and development of all financing terms, without having a scientific monitoring of the projects results quality. We do not suppose that all the studies resulted from different projects would be a poor quality, we just push the panic button in this direction, while the financing by different scientific programs and especially using governmental or European funds means a guaranty itself. Within this context, the multitude of existent information do not represent a limit, while these have to be carefully filtered, both from disciplinary point of view and qualitative, process that can hide errors. Although we consider that the concept and synthesis development part of the theories is well developed considering the relevance and information volume, we may not deny the existence of the issue we mentioned above.

From the methodology point of view we took the risk of a secondary analysis of existent statistical data and the exclusivity of qualitative methods, as the individual part of the research, fact that is hiding certain risks: the available statistical data have not been collected for answering to this research requests, so there was a hazard of not be able to demonstrate with relevant data certain issues and problems (not having available these data from accessible sources); anyway the theme nature, especially the part concerning the informal economy, the tacit agreements between employers and employees in the country or abroad, represent a delicate research problem, difficult enough to quantitatively approach.

This is exactly why, although we did not use these methods, we have presented in a separate sub-chapter the synthesis of main methods we used in informal economy research. The qualitative part has also its weaknesses, while by processing the data we realized the methodology errors we have done: when elaborating the interview guide, for filtering the main themes for approaching, it would be useful to organize a focus group with several representatives of the target group, and for the professionals the individual interviews could be replaced by discussions in group of representatives or focus group interview, but also the Delphi could be tested as our theme allowed it.

The danger of politicizing permanently existed, while the approached themes are very popular at the political discourses or policies level. A lot of studied articles belonging to this category, this danger permanently existed, both while data processing and in conclusions development; and concerning to the part dedicated to eventual proposals we are taking the risk of filtering several elements of this kind, although we have focused on relevant proposal formulating strictly from this thesis prospective. But this issue had also an advantage: we reviewed lot of documents of legislative and public policy nature, fact that influenced of course some parts of the thesis, but with beneficial outcomes we hope, while by our proposals we could contribute to the science connection to pro-active policies. Within this context a possible future research could develop the subject of the content analysis of public policy documents in Romania (in a different sub-chapter the analysis and assessment of the European projects in the field, which have had as result a document of this nature), of the articles in mass media, for concluding simultaneously in what stage the development of public policies and public opinion are.

Possible evolutions of this theme in future consist of the quantitative measurement of these two analyses: this work may constitute a starting point for other scientific researches in the field. The theme statistic presentation and also the quantitative analysis rise other research objectives which in future should be scientifically verified: the presentation of the statistic profile of young people disheartened on the labour market, the research of life strategies exclusively considering the informal activities, quantitative measurement of these phenomena, testing of certain measurements methods of informal economy within the Romanian reality (we are considering the not tested ones until the present time), the presentation of migration trends among young people, the verification of the definitive emigration intention of young people

disheartened on the autochthone labour market. In all the research situations we have to be aware that the informality itself may not be treated as an unique problem, as nor the formalizing is not the unique answer. The non-standard forms of work (occupation/ employment) are persisting and expanding in the developed countries. The scientific opinion and especially the political one has to become aware of the fact that many of the economic institutions, modeled according to the XX-th Century requests (mass production, „modern” working places etc.) are obsolete. The informalization persistence in the developed countries call our attention to the fact that the economic reality is not fitted to the past century economic pattern. Imposing the limited set of existent economic institutions over the wide set of diverse informal activities is not desired, nor feasible.

What is expected from the economic arrangements of the XXI-th Century is the creative mixing of formal and informal, according to the past century realities from economic point of view(Chen, 2008). Id est that the decision makers have to be aware of the necessity of institutional and legislative bases reviewing for facing the new economic requests, what is not meaning and may not mean the forcing of formalizing on one side and flexible commitments on the other side, without security assuring and according to old patterns. Future researches on this theme and also the public policy documents have to take into consideration these issues of economic order.

III. Bibliography of the thesis

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