

INVESTING IN YOUNG PEOPLE DIRECTLY RESPONDS TO DEMOGRAPHIC PROBLEMS AT NATIONAL LEVEL

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Abstract

The results of this research are based on the analysis of the secondary data, the interpretation of the conclusions of the participatory observation and the semi-structured group interviews. The secondary data analyzed are statistical data from the national and global level, which highlights the main demographic global issues as well as the forecasts of the specialists in the field for the period 2020-2030 and 2030-2060. The participatory observation took place in over 2650 young people, and group interviews were conducted with 500 young students at the Bucharest faculties. Both methods were implemented between 2015-2018. It has been found that, both at national and global level, the increase in population aging is caused by declining birth rates, lowering the motivation of young people to start a family, difficulty in integrating them into the labor market after completing their studies, and increasing the age at which young people are thinking about setting up a family and having children. A response to all these probes could be investing in young people. This is the main hypothesis behind this research. Investing in young people should focus on integrating into their labor markets, training them and providing non-financial incentives to increase birth rates, especially for women. These must be correlated in parallel with measures to ensure a decent standard of living for aging people. This research reveals a difference in the role of young people as a distinct sector at national level that should intervene to reduce the aging of the population and the decrease of the birth rate, depending on the applied research methods.

Keywords: young, aging population, birth decrease, participatory observation, group interview, secondary data

Résumé

Les résultats de recherche sont basées sur l'analyse des données secondaires, interpréter les résultats d'observation des participants et des entrevues de groupe semi-structurés. Les données secondaires sont analysées les données statistiques de niveau national et mondial, après quoi sont mises en évidence les principaux problèmes mondiaux, mais aussi les prévisions démographiques des experts, pour la période 2020-2030 et 2030-2060. L'observation participative a eu lieu chez plus de 2650 jeunes et des entretiens de groupe ont été menés avec 500 jeunes étudiants des facultés de Bucarest. Les deux méthodes ont été mises en œuvre entre 2015 et 2018.

Il a été constaté que, à la fois, aux niveaux national et mondial, a augmenté le vieillissement est causée par des taux de natalité en baisse, une diminution de la motivation des jeunes pour fonder une famille, la difficulté de leur intégration sur le marché du travail

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après l'obtention du diplôme et l'âge de plus en plus à les jeunes envisagent de fonder une famille et d'avoir des enfants. Une réponse à toutes ces questions pourrait être d'investir dans les jeunes. C'est la principale hypothèse de cette recherche. Investir dans les jeunes devrait viser à s'intégrer dans leurs marchés du travail, à les former et à fournir des incitations non financières pour augmenter les taux de natalité, en particulier pour les femmes. Celles-ci doivent être mises en parallèle avec des mesures visant à assurer un niveau de vie décent aux personnes âgées.

Dans la recherche actuelle révèle un écart le rôle des jeunes, à la différence du secteur national sur ce qui devrait intervenir pour réduire le vieillissement de la population et la baisse du taux de natalité, selon les méthodes de recherche appliquée.

Mots-clés: jeune, population vieillissante, diminution du nombre de naissances, observation participative, interview de groupe, données secondaires

Rezumat

Rezultatele cercetării de față se bazează pe analiza datelor secundare, a interpretării concluziilor observației participative și a interviurilor de grup semi-structurate. Datele secundare analizate sunt date statistice de la nivel național și global, în urma cărora sunt evidențiate principalele probleme globale demografice dar și previziuni ale specialiștilor în domeniu, pentru perioada 2020-2030 și 2030-2060. Observația participativă s-a realizat în cadrul a peste 2650 de tineri, iar interviurile de grup au fost realizate cu 500 de tineri studenți în cadrul Facultăților din București. Ambele metode au fost implementate în perioada 2015-2018.

S-a constatat că, atât la nivel, național cât și global, creșterea îmbătrânirii populației este cauzată de scăderea ratei natalității, scăderea motivației tinerilor de a-și întemeia o familie, dificultatea integrării acestora pe piața muncii după finalizarea studiilor, dar și de creșterea vârstei la care tinerii se gândesc să își întemeieze o familie și să aibe copii. Un răspuns la toate aceste probleme ar putea fi investirea în tineri. Aceasta este principala ipoteză care a stat la baza prezentei cercetări. Investirea în tineri ar trebui să se axeze pe integrarea pe piața muncii a acestora, formarea lor profesională și pe oferirea unor stimulente non-financiare privind creșterea natalității, mai ales pentru femei. Acestea trebuie să fie corelate, în paralel, cu măsurile privind asigurarea unui nivel de trai decent pentru persoanele îmbătrânite.

În cadrul cercetării de față se constată o diferență de rol – al tinerilor – ca sector distinct de la nivel național asupra căruia ar trebui să se intervină pentru reducerea îmbătrânirii populației și a scăderii natalității, în funcție de metodele de cercetare aplicate.

Cuvinte cheie: tineri, îmbătrânire populație, scăderea natalității, observația participativă, interviu de grup, date secundare

1. Introduction

Population aging is one of the demographic problems facing both Romania and other European countries. Delaying this delay will result in a drastic change in the age structure of affected states. A direct consequence of the high average age of people is the decline in the future of people integrated

into the labor market that can support the growing number of retired people. This will negatively inflate the labor market at national and European level; will influence the growth and the competitiveness of the private environment. From a sociological point of view, the effects of aging on social and economic aspects are highlighted through five fundamental theories: the theory of disengagement, the theory of activity, age stratification theory, social exchange theory and socio-economic theory.

The authors' theory of disengagement is the one that contradicts the idea that older people should have social reintegration (Cummings and Henry 1961). Cummings and Henry arguing that older people who no longer have a professional role have a greater impact on family life. They believe that any society, however developed it may be, needs logic tools to transfer power and not only from generation to generation. And retirement policies are leverage for young people to integrate into the labor market. From this point of view, the theory of disengagement states that social policies for the elderly should not be based on social reintegration and revitalization, but on the contrary to encourage their retreat and to provide quality social services. On the opposite side is the theory of activity which asserts that “the more active the person is, the more satisfied and more adapted to social life” (Garleanu-Șoitu 2006, 61). This is called by the specialists in the field and the implicit theory of aging (Cummings and Henry 1961). It is based on the relationship of proportionality between activity and the satisfaction of social and professional life, and considers that the elderly with optimum aging remain active, thus resisting much easier, thus withdrawing from professional and social life.

The theory of age stratification is the one that launched the conclusion that people belong to a “age-stray”; depending on age, each layer having its own obligations and prerogatives. Both roles and expectations are dictated by age, but also by gender (Sorokin 1963).

The theory of exchanges developed by Homans argues that older people are the ones who elderly maximize earnings and minimize losses in social relationships and interactions. They are the ones who know how to stay in relationships that bring them benefits and withdraw from those that do not bring benefits, whether material or non-material. This theory is based on the development of social and professional interactions based on a rational calculation (Homans 1958, 601-605).

Based on this study, it is intended to include measures that should be taken at national level to combat aging populations and increasing birth rates in one of the theories presented. The present research also seeks to

identify the main sector on which to address these problems with which both Romania and most European and world countries are facing.

2. Research methodology

This study was based on the application of quantitative and qualitative research methods, which included: analysis of national and international secondary data on demographic issues and their causes, sociological predictions in the field, participatory observation and semi-structured. These methods have been selected because they are among the few methods that can allow the collection of large amounts of information and have a wider scope in a statistically unrepresentative population (Pascuta 2001; Rotariu and Ilut 1997).

The main objective of this study is to identify possible solutions that can be implemented at national level to combat demographic problems, especially aging populations. The specific objectives proposed are: Analysis of the global demographic projections and the extension of these analyzes at national level, Identifying the main theories underlying the diminishing of the problem of aging, Identifying the responsible pillars of a society in diminishing the aging of the population and its consequences.

In its qualitative mixed qualitative study, the overall research hypothesis is a hypothesis that dictated the entire research process: young people are one of the pillars that require rapid interventions that can lead to diminishing aging-related problems.

Secondary data analysis included statistical data on aging, fertility rate, elderly dependency index, life expectancy, and global fertility index. The analysis was based on the analysis of data that included forecasts by 2050.

Participatory observation and semi-structured interviews took place between 2015-2018. The sample was made up of young students, aged 19-25, enrolled in university studies in the year 1,2 and 3, in Bucharest. Participatory observation was carried out among over 2600 young students, with interviews with 500 young students from the 1st, 2nd and 3rd academic years. Their specialties were diverse: Public Administration, Marketing, Business Administration, Law. The technique of selecting interviewees was the "snowball". in an interview study, we can not discuss sampling in a strict sense (Zamfir and Vlasceanu 1993). As a working tool, the observation grid for participatory observation and the interview guide was used in semi-structured group interviews. The interview guide was made up of 10 basic questions and aimed at: identifying the motivational elements regarding the

integration into the labor market of young people after finishing their higher education, before or during their studies; identifying the motivational elements of starting a family and bringing up children in families; identifying possible causes that lead to an increase in the age of setting up a family and giving birth to children; identifying improvement measures implemented by the public sector on increasing the birth rate from the perspective of young people; identifying the problems they face with the foundation of a family and professional integration.

3. Interpretation of results

3.1. Analysis of secondary data and population aging forecasts globally

The problem of the aging population at national and international level and its social and economic effects, especially, is evidenced by many researches in the field. It was highlighted that between 2006-2030 the number of elderly people in LDCs will increase by 140% compared to 51% in developed countries (Holzmann and Hinz 2005). In the world, it is estimated that the percentage of the population over 85 years will reach 151% for the period 2005-2030, compared with 104% for the population over 65 years and only 21% for the population under 65 years old (Witthof 2003).

In the same direction, the United Nations estimated that in 2025 the population over 60 will double, from 542 million in 1995 to 1.2 billion. Globally, the population aged over 65 is expected to grow by 850,000 / month for the next 10 years, eventually reaching 1 billion around 2030, or 13% of the total population in the world (Holzmann and Hinz 2005). A direct consequence of these phenomena is the inadequacy of young people and workers capable of maintaining the economic growth needed for the development of any society and of supporting the sector of retired people in the states affected by these demographic problems.

It is found that countries with a 100% elderly dependency index will register as many adults over 65 years and adults as possible. The graph shows that in Italy, near the 2050s, the number of 65-year-olds will account for 70% of the number of working adults, as is the case in Japan.

From the **Table 1** it is clear that countries with a higher share of the 65-year-old population, along with Japan (ranked first with 23.2%) are some EU states such as Germany 20.7%, Italy 20.2%, Greece 18.9%, Sweden 18.5%, Portugal 17.9%, Bulgaria 17.7%, Austria 17.6%, Finland 17.5%, Latvia 17.4%. Romania has a share of 15%, compared to the EU average of 17%; the average replacement rate for generations being 1.3 for Romania,

compared to 1.6 as the average in the EU and 2.5 average for the world. Also, in Romania the natural increase and the net migration rate have negative values. This will affect the entire economic support capacity of retired people, but also the continuous development of society as a whole. At EU level, both natural growth and net migration rates are positive.

Table 1. Total population projection in the EU

	Total population (millions people)						% Change		
	2010	2020	2030	2040	2050	2060	2008-2020	2020-2060	2008-2060
BE	10.8	11,3	11,7	12,0	12,2	12,3	6,2	8,6	15,4
BG	7.6	7,2	6,8	6,3	5,9	5,5	-5,9	-23,7	-28,2
CZ	10,4	10,5	10,4	10,1	9,9	9,5	1,9	-9,8	-8,0
DK	5,5	5,7	5,8	5,9	5,9	5,9	3,4	4,6	8,1
DE	82,1	81,5	80,2	77,8	74,5	70,8	-0,9	-13,1	-13,9
EE	1,3	1,3	1,3	1,2	1,2	1,1	-2,1	-13,6	-15,4
IE	4,6	5,4	5,9	6,2	6,5	6,8	22,4	24,9	52,9
EL	11,3	11,6	11,6	11,6	11,4	11,1	3,0	-3,8	-0,9
ES	46,7	51,1	52,7	53,3	53,2	51,9	12,9	1,6	14,6
FR	62,6	65,6	68,0	69,9	71,0	71,8	6,0	9,4	16,0
IT	60,0	61,4	61,9	62,0	61,2	59,4	3,2	-3,3	-0,2
CY	0,9	1,0	1,1	1,2	1,3	1,3	20,1	38,3	66,2
LV	2,2	2,2	2,0	1,9	3,8	1,7	-5,2	-21,8	-25,9
LT	3,3	3,2	3,1	2,9	2,7	2,5	43	-20,9	-24,3
LU	0,5	0,6	0,6	0,7	0,7	0,7	14,3	32,8	51,7
HU	10,0	9,9	9,7	9,4	9,1	8,7	-1,5	-11,9	-13,2
MT	0,4	0,4	0,4	0,4	0,4	0,4	4,0	-5,2	-1,4
NL	16,5	16,9	17,2	17,2	16,9	16,6	3,0	-1,8	1,2
AT	8,4	8,7	9,0	9,1	9,1	9,0	4,7	3,6	8,4
PL	38,1	38,0	37,0	35,2	33,3	31,1	-0,4	-18,0	-18,3
PT	10,7	11,1	11,3	11,5	11,4	11,3	4,6	4	6,1
RO	21,3	20,8	20,0	19,2	18,1	16,9	-2,8	-18,8	-21,0
SI	2,0	2,1	2,0	2,0	1,9	1,8	1,7	-13,6	12,1
SK	5,4	5,4	5,3	5,1	4,9	4,5	0,6	-16,3	-15,8
FI	5,3	5,5	5,6	5,5	5,4	5,4	3,8	-1,8	1,9
SE	9,3	9,9	10,3	10,5	10,7	10,9	7,3	10,4	18,4
UK	62,0	65,7	69,2	72,0	74,5	76,7	7,2	16,7	25,1
UE27	499,4	513,8	519,9	520,1	515,3	505,7	3,7	-1,6	2,1

Source: Structure and aging of the population

Table 2. Medium age for selected years

Country	2010	2020	2030	2040	2050	2060
BE	40.9	41.7	42.6	43.5	43.4	43.7
BG	41.4	44.1	47.6	50.0	49.3	49.6
CZ	39.4	42.7	45.8	47.8	47.2	48.1
DK	40.5	42.3	42.4	43.2	43.9	44.2
DE	44.2	47.8	48.8	50.4	51.2	50.8
EE	39.5	41.3	44.4	47.5	46.1	47.3
IE	34.3	37.8	38.8	38.5	39.8	41.4
EL	41.7	44.8	48.0	49.4	49.1	49.2
ES	39.9	43.8	47.4	48.7	48.9	49.7
FR	39.8	41.4	42.7	43.6	43.9	44.5
IT	43.1	46.2	48.4	49.3	49.8	50.2
CY	36.2	38.6	41.5	44.1	44.8	45.6
LV	40.0	42.6	45.9	50.2	51.7	51.9
LT	39.2	41.3	44.1	47.6	48.2	48.1
LU	38.9	40.4	42.3	43.9	44.8	45.2
HU	39.8	42.7	45.7	48.2	49.5	50.5
MT	39.2	41.6	44.4	47.2	48.5	48.8
NL	40.6	42.9	43.8	44.8	45.5	45.3
AT	41.7	44.4	45.5	46.9	47.8	47.7
PL	37.7	40.9	45.3	49.3	50.8	51.2
PT	40.7	44.2	47.4	49.0	49.9	51.0
RO	38.3	41.8	45.7	49.8	51.4	52.4
SI	41.4	43.7	47.0	49.4	48.9	48.7
SK	36.9	40.8	45.1	48.8	50.3	50.7
FI	42.0	42.7	43.9	44.8	44.4	44.8
SE	40.7	41.2	42.0	43.5	43.0	43.5
UK	39.5	39.9	40.9	41.8	41.7	42.3

Source: Ageing Report, 2009

With regard to life expectancy, it has been found that it has increased by about 5 years, at U.E. in the last 50 years will continue to grow until 2060 by about 7 years (Ageing Report 2009). It recorded maximum values in Sweden (80.8 years – total, 78.6 years – male) and Spain (83.3 years – female), assuming that this situation will not change in the future either in the intervals 2025-2030 and 2045-2050. Life expectancy at birth was found to be higher in women than in males, with the largest differences in Estonia (10.9 years) and Lithuania (8.9 years), and the smallest differences in

Sweden (4.4 years) and UK (3.9 years). Sweden has the highest values for men's life expectancy for the years 2008, 2010, 2020, 2030 and 2040, while France has the record of women's life expectancy for all these years. The biggest increases in 2008-2060 were and will be in eastern countries – Lithuania with 14.6 years for men and Latvia with 10.1 years for women.

At the same time, the projections of fertility rates are very low for EU countries, as shown in the **Table 3**.

Table 3. Designing fertility rates

<i>Country</i>	2010	2020	2030	2040	2050	2060
BE	1,76	1,76	1,77	1,78	1,78	1,79
BG	1,39	1,42	1,46	1,49	1,52	1,55
CZ	1,34	1,38	1,41	1,45	1,49	1,52
DK	1,85	1,85	1,85	1,85	1,85	1,85
DE	1,35	1,38	1,42	1,45	1,49	1,53
EE	1,55	1,57	1,60	1,62	1,64	1,66
IE	1,90	1,90	1,89	1,89	1,88	1,88
EL	1,41	1,45	1,48	1,51	1,54	1,57
ES	1,39	1,43	1,46	1,49	1,52	1,56
FR	1,98	1,97	1,96	1,95	1,94	1,93
IT	1,39	1,42	1,46	1,49	1,52	1,55
CY	1,46	1,49	1,52	1,54	1,57	1,60
LV	1,36	1,40	1,43	1,47	1,50	1,54
LT	1,35	1,39	1,43	1,47	1,51	1,54
LU	1,65	1,67	1,68	1,70	1,71	1,72
HU	1,35	1,39	1,42	1,46	1,50	1,53
MT	1,39	1,42	1,46	1,49	1,52	1,55
NL	1,72	1,73	1,74	1,75	1,76	1,77
AT	1,42	1,45	1,48	1,51	1,54	1,57
PL	1,28	1,32	1,36	1,40	1,44	1,49
PT	1,38	1,40	1,44	1,47	1,51	1,54
RO	1,33	1,37	1,41	1,44	1,48	1,52
SI	1,33	1,37	1,40	1,44	1,48	1,52
SK	1,26	1,30	1,34	1,38	1,43	1,47
FI	1,84	1,84	1,84	1,84	1,84	1,84
SE	1,85	1,85	1,85	1,85	1,85	1,85
UK	1,84	1,84	1,84	1,84	1,84	1,84
UE	1,54	1,57	1,60	1,62	1,65	1,67

Source: Statistics in focus, 2011

It is expected that the fertility rate will increase in all EU Member States, except for Ireland (-0.02) and France (-0.05), where it will still remain above 1.85. In Denmark, Finland, Sweden and the UK this indicator remains at the same level. In all countries, however, the fertility rate will remain below the natural replacement rate of 2.1 over the period up to 2060. According to the projections, the largest increases in fertility rates will be recorded in Slovakia, Poland and Lithuania, the lowest fertility rates in 2008. The respective growth will occur gradually, with fertility rates in these countries approaching the current average EU rates only at the level of 2060.

Reducing the fertility rate is one of the main causes of the aging process in the world. This includes increasing reproductive age, which has major influences in terms of declining natality rates and increasing the proportion of aging people. Currently, within five US states (Bulgaria, the Czech Republic, Poland, Slovakia and Slovenia) the short-term fertility index of 1.2 children in a woman, a level that has not been reached so far in the history of humanity. It is rather drastic that this situation is not expected to improve in the future.

For the period 2025-2050, an increase in the fertility rate is suggested to ensure the replacement of generations by a conventional fertility index of 2.1 children per woman. However, it is projected that this level will not be reached by any state during that period.

The demographic aging that has begun and has grown as the fertility rate drops has direct consequences on these states in two major areas: the financial one by increasing the cost of health services; and the social one, through the direct impact of the aging population due to the impossibility of ensuring a decent living standard by the public sector.

3.2. Interpretation of data obtained within the participatory observation

During the three years in which to place the observation of the sample described above, the conclusions were uniform among some students of the specialties and years of study chosen. They also emphasized: the professional integration of students, their involvement in the development of their own families, and the identification of tools that can be useful for the development of these two areas: professional and family life. In the following we will outline in a schematic way the identified aspects from the presented domains as well as the relationship between them.

First of all, it was found that young people want a direct proportionality relationship between their professional integration and the founding of a

family. That is, the foundation of a family and their involvement in family life is a direct consequence of their professional integration and financial independence. Achieving financial independence is the first of the identified reasons underlying the foundation of a family and the desire to have children. As basic elements that make up the financial independence among them were identified: providing a home own insurance to cover maintenance of a home, the food, the medical needs, to ensure that necessary for children, but also the possibility of resources necessary additional covering these needs for at least 3 months in case of job loss.

Another identified element that can stimulate the founding of a family and the appearance of children among them is the completion of studies. The independence of knowing a field of activity and culture is another element that young people consider important for the foundation of a family. It is noteworthy that they consider the existence of this primary element in the formation, growth and care of a child.

It also noted that young people have expectations from the public sector to stimulate interest in setting up a family and their orientation to the development of family life, but also to motivate them to have children. These observations were noted, especially among young women. They believe that the public sector and, implicitly, public institutions should take important measures for their involvement in professional life equally to family life. Among young women, the age at which they want children or to set up a family is rising due to the difficulty of assuming the role of mother and professional roles on the labor market. The same desire to raise the age of founding a family was also found among young people, but the reasons were different. They want a very large financial independence, a possibility of living above the average, and individual freedom stretched to about 30 years of age.

Among the young people, it was identified that the involvement of public institutions in motivating the founding of a family finds their place in their integration into the labor market and in ensuring optimal working conditions. Among the optimum working conditions were identified: ensuring health conditions, providing financial and non-financial benefits to enable them to maintain a higher standard of living, ensuring workplace training so as to avoid investing time in professional training, which is why the age of starting a family would be further delayed.

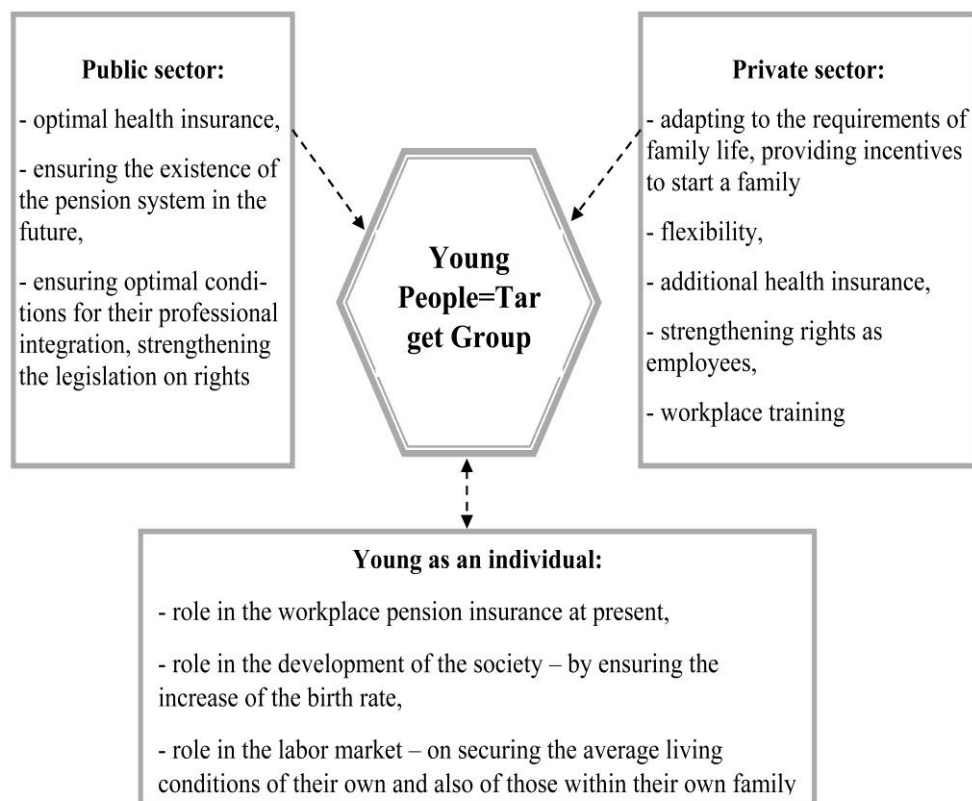
Another important finding is that young people are quite concerned about their future from a financial point of view: the existence of the pension

system in the future, the concern that their salary benefits cover part of the pensions for the elderly, but at the date they reach retirement age can no longer enjoy these benefits, being so worried about ensuring a decent living standard with their aging.

This financial uncertainty for a long time gives rise to doubts about the foundation of family life, and especially the decline in the desire to have children, or more than one child. It was also found that they are aware of the fact that they are responsible for supporting financially retired people as indirectly that public institutions make them responsible for this, which is why they consider that public institutions should pay more attention, which should be focused on: helping to integrate into the labor market, training, providing the tools needed to balance work and family life, especially among women, but also to increase financial incentives and non-financial incentives to allow for medium to medium-sized family maintenance. Among the non-financial incentives were identified: those looking at health insurance among women, especially; health care to enable care during pregnancy, birth and post-natal care, adapting the labor market to family maintenance: time, flexibility, complex legislation on employee rights; strengthening the role of pre-school education institutions in child education, tackling the problems within them – aspects that would ease and reduce the parents' involvement in pre-school worries.

It has also been noticed that young people consider it necessary and even indispensable to create a much more stable relationship and to maintain it between the public environment – as a public policy actor for these and the private environment – as an employer and beneficiary of the existing work offer. Among the roles that employers should take on the professional integration of young people and as a facilitator on the link between family and professional life, have been identified: providing employers with opportunities to combine the role of mother and employee, little in the first 5-7 years of children's lives among the young; strengthening employee rights: flexibility in the program, providing additional health conditions; on-the-job training; investing in employees – a fact that would enhance their professional training and reduce their own financial investment on this issue; adapting employers to the needs of women who have dependent children and stimulating them from the point of view of their professional involvement.

It is noticed that the financial and health fields are considered vital to young people's founding.



*Fig. 1. Pillars that influence young people on family foundation.
The results of participatory observation*

Source: The results of participatory observation

According to the observation, three basic pillars on motivating young people to be involved in family life are identified: public sector (optimal health insurance, ensuring the existence of the pension system in the future, ensuring optimal conditions for their professional integration, strengthening the legislation on rights), private sector (adapting to the requirements of family life, providing incentives to start a family: flexibility, additional health insurance, strengthening rights as employees, workplace training), the young as an individual (role in the workplace) pension insurance at present, role in the development of the society – by ensuring the increase of the birth rate, role in the labor market – on securing the average living conditions of their own and also of those within their own family).

3.3. Interpretation of interviewed data

Referring to the conclusions drawn from the interviews I will present the results in a succinct and logical form.

The first conclusion that came out of them is that young people are turning to founding a family after finishing their studies and gaining financial independence. This conclusion was also drawn from the observation carried out. Among the interviewed young women, it has been shown that limited time resources for combining their integration into the labor market and family life is a real problem. “I barely have time to fulfill my work and student assignments. Even after finishing my studies, I do not think I would be able to handle a family and a child and work. More and more employers are required. If I get home at 19 when I could help and raise my baby?” (I.M., 24 years old, student and assistant manager). “It is very difficult at present to have a family, but to work. Even if you stay at home for 2 years for child care, .. what are you doing? My parents still have a pension and I could not ask them to retire earlier to help me. Then I would still keep it and I would not have it. The salary is insufficient for the maintenance of a family.” (T., 23, student and commercial assistant)

Among young men, the inadequacy of financial resources to support a family is one of the issues that they are thinking about not setting up a family or doing so late. “I think that the man has to take the role of head of the family and has to bring the most financial resources. If the future wife takes care of the children how to work or earn more. My salary is getting me to live above average, but I would not get to have a baby.” (M.T., 25, student and project manager). “The requirements for educating a child are increasing and the financial resources are insufficient. Rather than to make a child and not allow me to assure him the necessary or what he wants better, I only care for myself and my development.” (G.S., 23, student)

And in the interviews it was concluded that young people consider the public sector guilty of declining birth rates, population aging and other demographic issues. “How to think about making children when the national pension system can not promise you anything. What do I do when I retire? How can I help my children, grandchildren if I have not made a pension? Should I ask them? We as young people, we barely support ourselves. I, for example, can not help my parents now. It's just me (...) helping them financially, I could not.” (M.C., 23 years, student, civil servant) “I think the state should help us a lot if we want to make children and increase birth rates. Yes, in families, families give birth to more children, but parents do

not work. The reason why, because of the economic problems in rural areas, there is a high illiteracy rate, a poverty among children and even a social disintegration. I do not want to have children and I do not have time to work and can not offer them the necessary education at least.” (C.C., 19, student and volunteer) “If there were measures to help us, women, we could easily combine the care of children and family and the quality of the employee, after completing the studies I would marry and make children. But I know I do not have the time and I can not share them to a good extent.” (M.L., 22, student and banking officer) “At work, I received 3 additional courses in a year, which I paid for. How can I still have a family? If public institutions would offer free, professional training in partnership with the public and would strengthen the legislation to defend ourselves as employees and would increase the rights of employees, I may allow myself to think and have a family and children. But I can not do that, maybe over 5 years.” (G.I., 24, student and human resource referent)

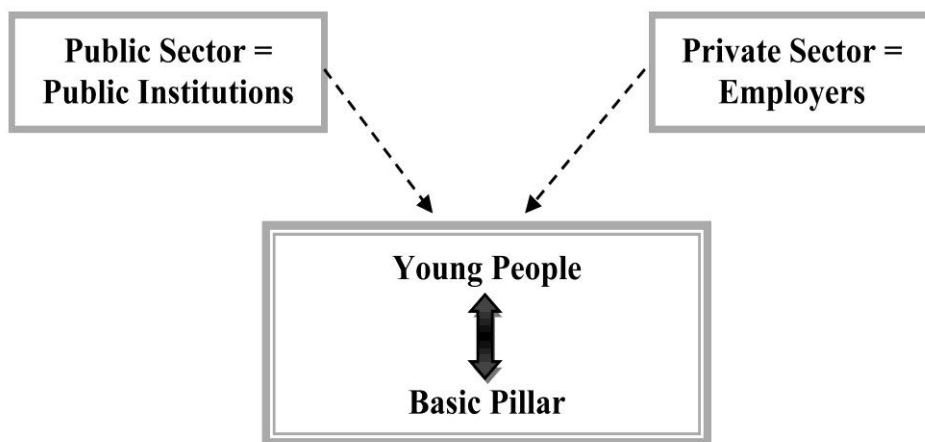
From the interviews, the conclusion was drawn that young people are responsible for the development and continuation of society, reducing the rate of aging and increasing birth rates, but they argue that although they are the main guilty of these issues, they are not treated as such and not are supported in this direction neither by employers nor by the public environment. “Yeah, we as young people, we should make Romania there, not to do away with the map. But how? We just need to work, to stay out of the program. I'm 21 years old and I do not have time to eat on some days because of the loaded schedule. But to know a potential future wife and take care of a child?” (G.J., 21, student and assistant development program) “We have heard the idea that we are required to make children, increase the birth rate, but are we provided the best health conditions for this, are our medical services actually reimbursed? What costs involve a birth, a preparation to give birth, a post-natal recovery? What medical conditions are provided to children, what pre-school and school education conditions? How do they treat crèches, kindergartens? Not even enough such institutions are there to be able to get back to work after 2 years or before (...). The private environment for nursery institutions is not controlled. Costs are above the powers of a family with average salary.” (D.E., 25, student, legal assistant)

From the interviews, it was concluded that young people are considered to be the main actors in increasing birth rates, combating national aging and other demographic issues, but considers that the main actors in motivating them should be the public environment through its public institutions: to provide an optimal pension system in the future, to provide the necessary

tools to ensure their integration into the labor market for the possibility of maintaining and forming a family, but also for supporting the aging people, providing the optimal contentions in the health and the educational and child education, A key actor is also the private environment – as an employer to: provide financial benefits to help maintain a family, adjust work schedules to / the needs and demands of a family, combine the benefits financial ones with those of rdin-nonfinancial on family life: time resources, health insurance, flexible program for women, incentives for their reintegration after the post-natal period.

From the interviews, it was concluded that young people are the main actors in the growth of birth rates and the fight against the aging of the population, but the support mechanisms for them should be provided by the public environment through the public institutions and the private environment as an employer and an insurer of the financial resources

There is a difference between the findings of the observation and the interviews. Under the first method, it was concluded that there are 3 basic pillars: young people, public institutions and employers, each identifying different tools as outlined above.



*Fig. 2. Pillars that influence young people on family foundation.
The results of interviews*

Source: The results of interviews

In the interviews, it was concluded that there is only one basic pillar – young people – in this case, public institutions and the private environment being considered aid levers for them, not distinct pillars. Within this main

pillar, no distinct instruments were identified as within the observation, but only distinct instruments within the two levers that should help young people to. Unlike the outcomes from the observation and interviews, based on the secondary data, it was revealed that the main cause of the aging population is the drop in the birth rate and a direct consequence of this is the decrease of the workforce, of the active population in the long run. This will dramatically affect the global economy by stagnating economic growth within any state, but also lowering the optimal living standards for the aging population.

From these data the conclusions are different: The central pillar, which is able to combat this problem, is considered the state-national and international public institutions of humanity, the aid levers in this sense being the young – as responsible for increasing the birth rate and supporting the current pension system and the future. Employers are only remembered as indirect actors through which the public sector can implement public policies on the integration of young people into the labor market. An indirect actor in combating aging, identified in these analyzes, is also the aging population sector – which has been stipulated that intervention can be made by increasing the retirement age, increasing the retirement age in social and professional life, and reintegrating this social sector. It is envisaged an orientation towards the employment theory presented initially, despite the controversies and criticisms brought to it by other theories and the exclusion of the application of the other theories, even if they present more advantages to the aging population. It has been found that under the first theory the economic, social, demographic advantages are much higher than in the others. The reason why we notice that the public sector is focusing on the tools offered by the employment theory.

Although young people represent a sector with different roles in policy on combating the aging population and increasing birth nationwide, according to research carried out: one of the pillars of the only pillar or means to intervene in this regard, sector-at of the young people remains the main target group on which the measures taken by national and global institutions in the field should be directed to diminish this problem and reduce its consequence, both at national and global level.

The aging population sector should represent the indirect target group that should be targeted by the recommended measures – the measures taken by young people with indirect consequences on this group as well. Likewise, the privation environment as an employer of young people must be an

indirect actor with attributions in the field, the direct actor responsible for the implementation of these measures being the public sector – through its national, European and global public institutions. Of course measures implemented among young people and youth which aims to increase birth, their integration into the labor market will have long lasting effects not immediate on growth nationwide and globally, diminishing the aging population and ensure the public pension system. However, no measure can have immediate effects on a major issue that has persisted for so long and which, according to the forecasts in the field under review, seems to be getting worse.

4. Conclusions: Investing in young people – a direct response to the aging population at national and global level

From the three research methods implemented, it is highlighted that young people have a distinct role in combating demographic problems caused by population aging: according to the analysis of secondary data – intervention leverage, within the observation – one of the main responsible pillars, during the interviews – the only main pillar, the rest being only intervention levers and implementation tools.

However, to counteract the aging of the population, the birth rate, at national level, it was found that the measures taken by the public sector should be directed first of all on the young people, and then on the aging people. Young people are considered the main pillar of birth rate recovery and restoring the balance of aging populations. Only by intervening in this sector can the national economy be restored in the future, support the public pension system, ensure a decent living for the elderly, increase the birth rate so as to reduce the percentage of the aged population and the birth rate to exceed that of the mortality.

The recommended measures to stimulate young people to increase their birth rates in order to combat aging and economic growth are: providing the necessary incentives for professional integration, investing in qualification of the labor force, thus ensuring their professional training, improving the system pre-school and primary education for children, providing an optimal public health insurance system for young people, especially for young women – as future mothers.

From the analysis of the secondary data carried out it was also found that the existence of an indirect pillar on which the public institutions are forced

to intervene – the elderly as a target group indirectly affected by the aging of the population, the decrease of the birth rate. With population aging, falling birth rates, rising mortality rates, the pension system suffers dramatically because it will not have enough “supporters” for the national economy, but the global one is in this case a stagnation and a drop drastic. This downsizing of the economy will lead to a drop in jobs for young people. This creates a closed circle. The problems and causes of the aging of the elderly become in turn, the consequences and, conversely, the consequences in this case become causes, with their aggravation over time.

On this second pillar, both on the basis of the analysis of the secondary data, as well as the observation and the interviews, it is recommended that implementation measures: the recovery of the public pension system, the public health insurance for this sector, the provision of decent living conditions for the aged people, the necessary incentives for their social and even professional reintegration.

These measures are recommended to be implemented at national level, according to the research carried out and the results obtained. But they can also be extended globally within the states affected by this problem. In this respect, the main pillar to be intervened is the young main actors of the implemented measures being the public sector and the private-publishers.

As implementing tools, it is recommended to provide a system of optimal professional training for young people, to facilitate their integration into the labor market, to provide non-financial incentives to ease the foundation of a family, especially among women, to adapt the employees' requirements to the employees' requirements, to strengthen the legislation on their rights as employees, to increase the flexibility of the private environment from the point of view of the work program and the benefits offered, to provide a high school and preschool education system to stimulate the growth of birth rates among young people, at ages not very long before, so as not to increase the aging of the population.

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