



Survey Evaluation Report

Stimulating creativity in the digitalization era (CAZE)

2021-1-ES02-KA220-YOU-000028880

**INTEGRARE EUROPEANA IN DOMENIUL TINERETULUI
SPORTULUI VOLUNTARIATULUI SI CETATENIEI ACTIVE
EUROPENE – Romania**

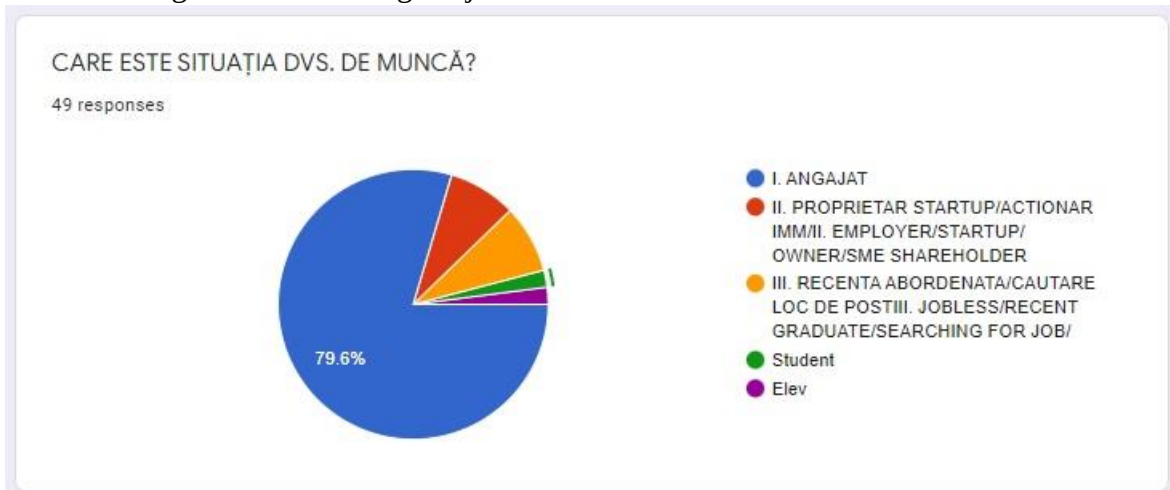
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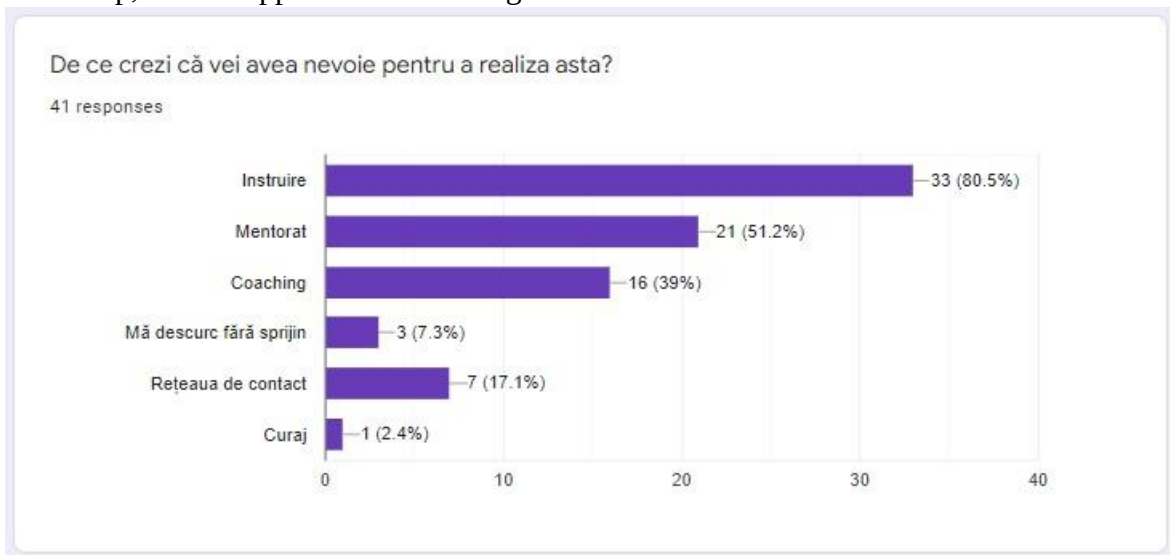
1. Data Analysis

For this survey, we received 49 responses: 39 from employees, 4 from employers, 4 from jobless/recent graduate/searching for job and 1 student.

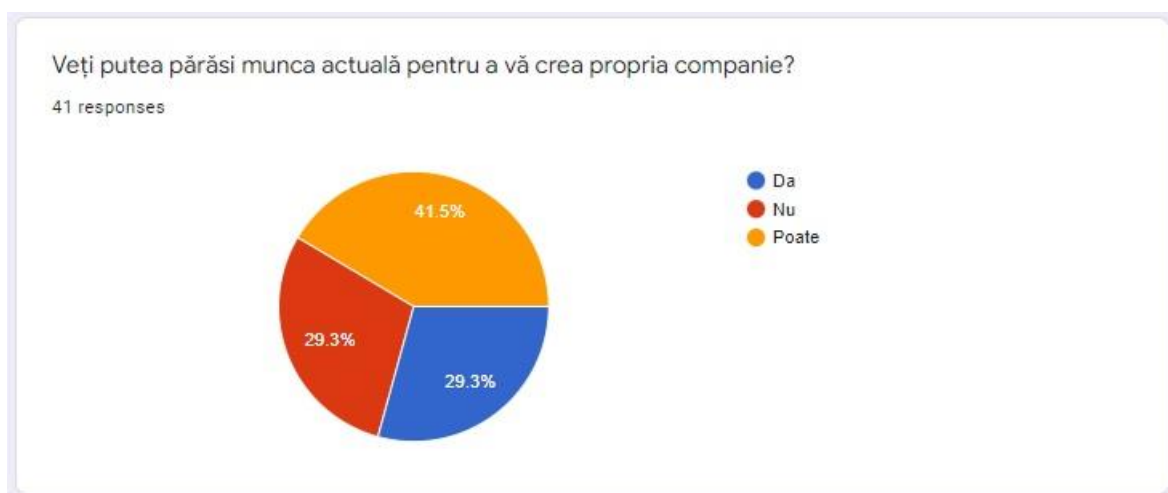


a. Employee Results

From the 39 employees, 15 are mostly satisfied with their work, 33 say they require additional training to improve their overall performance, 21 are willing to engage in a mentorship, 16 will appreciate a coaching method.



In order to succeed, 12 (29,3%) of them consider starting their own business, 12 (29,3%) are willing to stay at their current job if their work conditions improve while 17 (41,5%) are undecided.



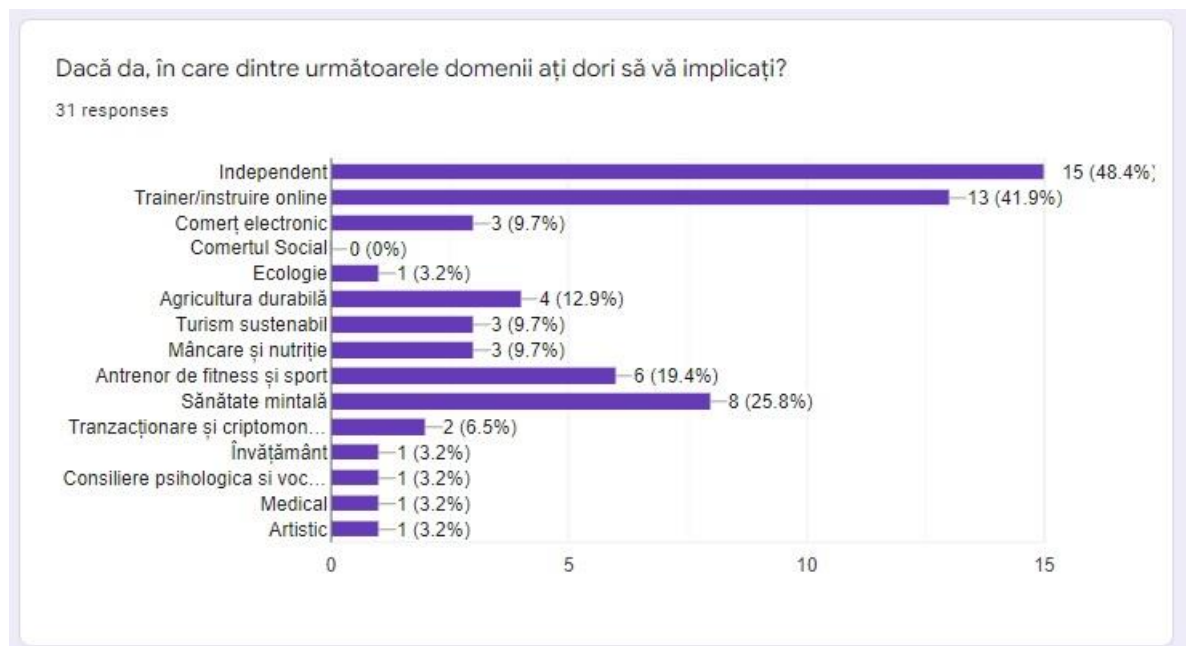
Most of the employees are dissatisfied by their working condition, demanding improvements such as: equal distribution of workload among team members, with a supportive and professional work environment where team members have mutual respect and accountability. In order encourage and support younger generation to create their own business, there is a need of more entrepreneurship trainings, youth counselling and guidance by service in this field.

Please name 3 things that you would like to change or improve in your daily work

41 responses

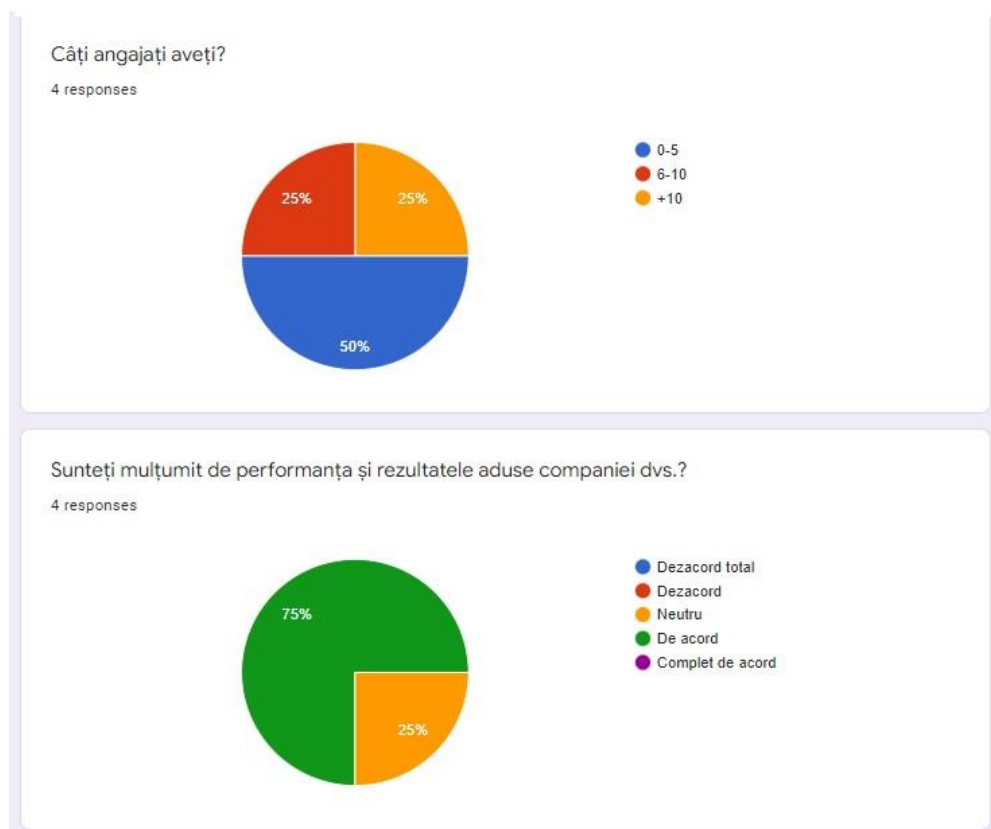
Reduction of class activities as they are completed with extracurricular activities
Not required
Equitable work among team members
Smaller number of children at the performance groups
2 teachers per 1 group of children
Improve collaboration among the staff.
Equal respect, fairness and support among staff members.
Flexible work schedule, work from home (exclusively remote), less team meetings.
Respect from parent and children.
Responsibilities, professionalism, and decency.
Empathy and understanding regarding overtime
Concordant with the job description. The need of an administration office in the institution. Respecting the employees breaks within the shifts.
Increased wage.
More time, space and activities in the child development
More work hours, better pay.
Management, adaptability to changes, more openness towards staff
Parents showing more interest in their children's desire to practice sports at a professional level. Children showing more interest in professional sports.
Better wage, to complete training take are currently taking place within my team.
Schedule, breaks, team

The fields where they choose to start their business varies from online trainer, food and nutrition, fitness and sports coach, to electronic commerce, ecology, sustainable agriculture, sustainable tourism, arts, mental health, education, medical field.

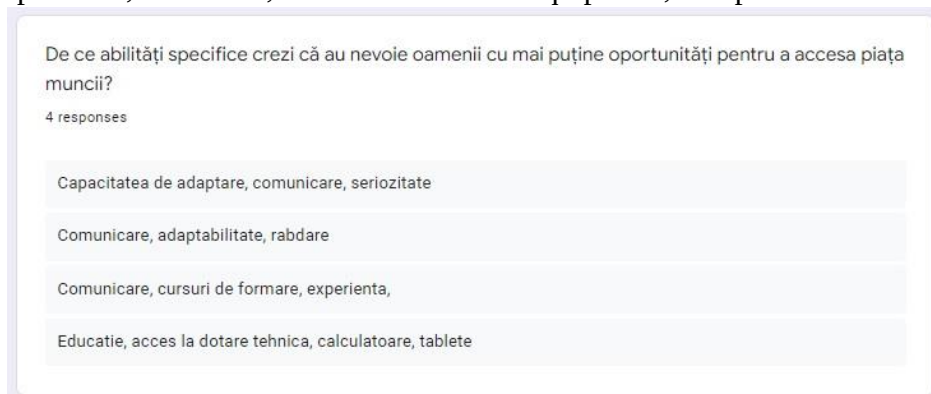


b. Results among employers

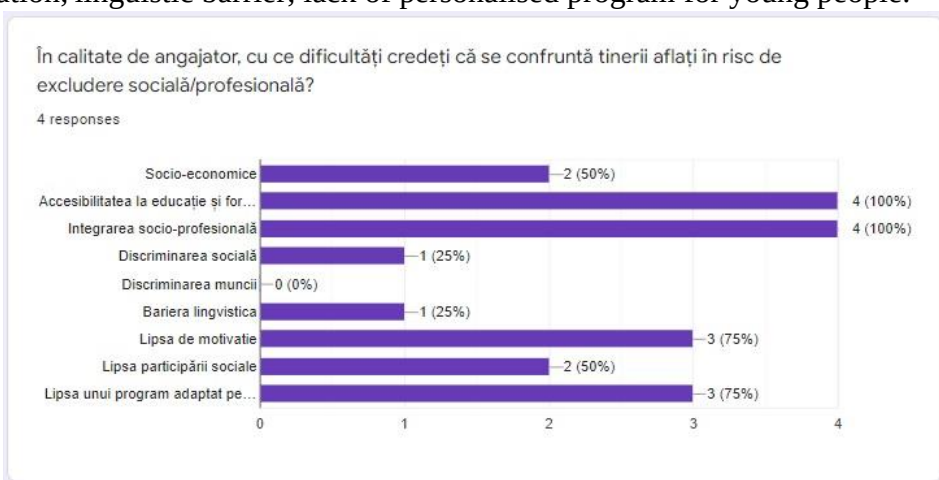
From the 4 employers that took part in the survey, we can observe they manage small business of up to 5 employees, being satisfied with their performance. A third of employees are of non-Romanian origin and a very small amount are of non-European origin.



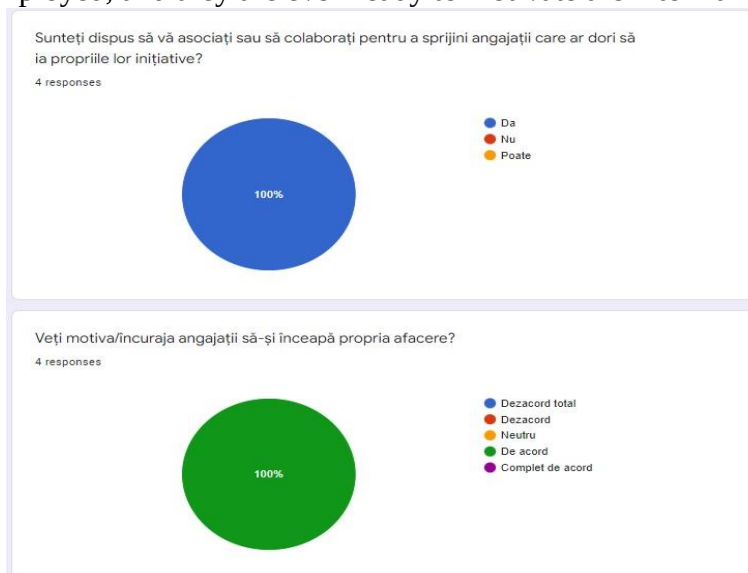
Among the specific skills listed for people with fewer opportunities to access the workforce include: adaptability, good communication skills, seriousness, patience, training courses, experience, education, access to technical equipment, computers and tablets.



The difficulties encountered by young people at risk of social and professional exclusion are largely linked to socio-economy, accessibility to education and training, social discrimination, linguistic barrier, lack of personalised program for young people.



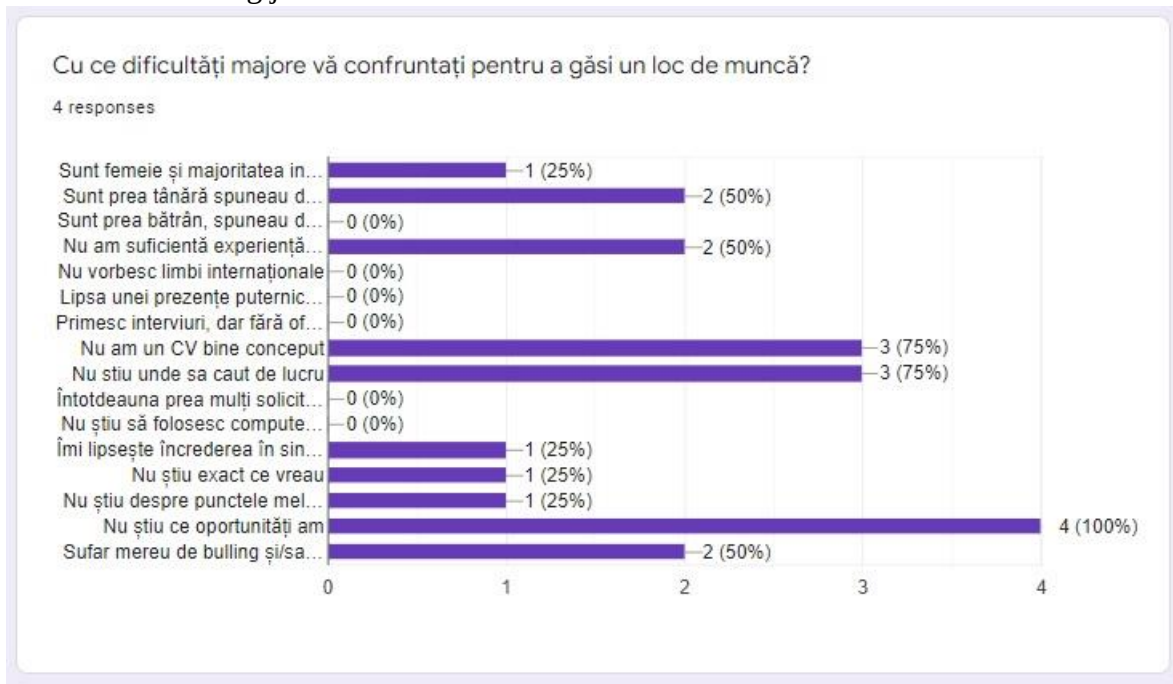
All the employers in the sample say they want to collaborate with their employees who want to become self-employed, and they are even ready to motivate them to make this choice.



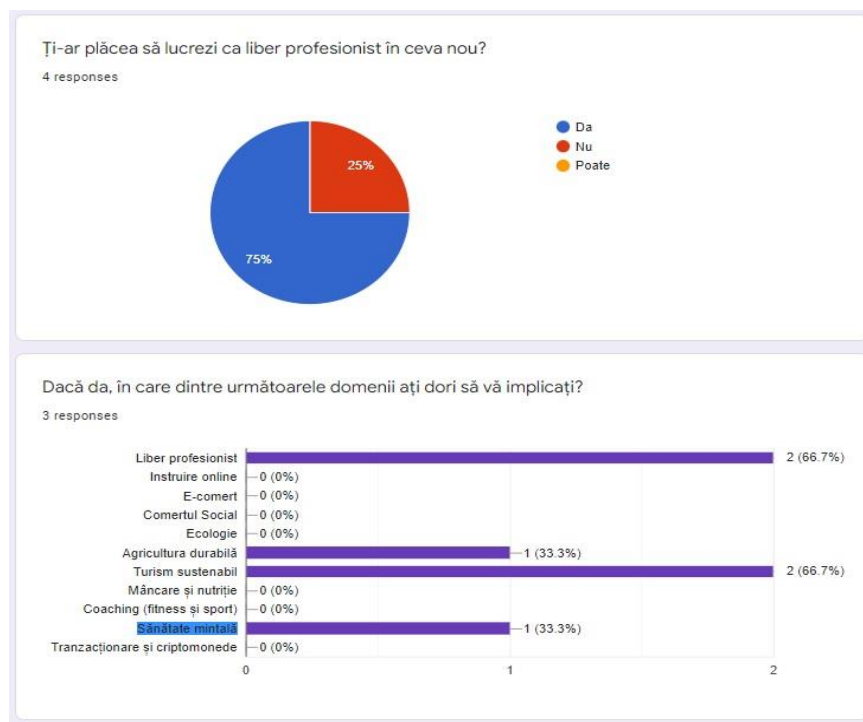
c. Results among the unemployed

The duration of unemployment is mostly between 1-2 years and the most prominent fields of working among other are education and tourism,

The most common challenges in finding a job included: not having a well-designed resume, discrimination, age – too young or too old. In addition, women seem to experience more difficulties in finding jobs than men.



The majority are open to the possibility of getting into freelancing as it is one of the desired areas, among other fields such as sustainable agriculture, sustainable tourism and mental health.



2. Conclusions

These results suggest that employers can support employees in starting their own business through motivation and training. While one quarter employees are satisfied with their job, a few want to start their own business, requiring training. Similarly, unemployed people that are facing difficulties in finding a job are also in need of training and skills on this matter. Furthermore, interest in eco-friendly practices and environmental sustainability is growing, as is the need for digital skills in executing business projects.