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**ABSENCE OF LABOR OR UNEMPLOYMENT?
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Abstract: *We consider that the most relevant aspect of this period is the one related to the workforce/labor force. Starting, even, with “The Great Resignation” process, the actual labor market is considered a tense one. Analyzing data, events, opinions regarding the labor force and the unemployment phenomenon today, the question from the title has appeared as imperative. Taking as example what is happening now in serving activities in airports sector: clearly, it is a lack of staff, an absence of labor force. On the other hand, where is the former staff/personnel laid off, who is apparently not unemployed, working in other activities, due to this revolutionary changes in labor activities of remote work. In this complex analysis of the labor market, there are many variables, intrinsic and extrinsic to the employees. In addition, there are flexible methods to ensure a remote work and, therefore, possibilities to work both from home and from office. If the classic definition of an unemployed person is the person looking for a paid job, the actual reality, demands the labor force where it is needed, from the employers or specialized institutions. Conclusions are that we are living in an uncertainty world, with challenges and even disorder on the labor market. Therefore, we suggest using tactics measures in managing employees/staff actions and demands, exactly in order to realize a modus in rebus between the demands/requests of employees and the needs of entrepreneurs/corporations in each stage of economic activities.*

Keywords: *Migration, Unemployment, Uncertainty, Workforce.*