

In the increasingly globalized world, the importance of human capital seems to be more strategic also in the perspectives of demographic inequalities (as a key prerequisite in the accumulation and formation of human capital), wages and standard of living. Human capital represents both a resource and a determinant of economic and social development, strongly influencing the competitiveness and sustainability of the labour market and the economy overall. The population's education level, professional training and individual skills are becoming not just primordial resources, but also catalysts for innovation and adaptability to changing labour market dynamics.

The aim of this study is to conduct an in-depth analysis of the relationship/connection between human capital and the labour market in Romania in the post-communist period, given that the trends have been quite transformative, ranging from demographics (changing the natalist behaviors) to a labour market that is relying more and more on foreign labour force.

Further, the study seeks to conduct some forecasts, both for a set of demographic structures closely related to the labour market and for the labour market and human capital indicators *per se*, with the intention of raising the concern of public authorities. A detailed analysis of developments and trends can provide valuable guidance for public policy design, since strategic documents to improve these problems facing Romania are still lacking.