

Structural Modifications Of The Employment In Romania

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Abstract: *The paper is concentrated on an observing and analyzing process of grown mutations on the labor market as a result of economic and social transformations from Romania, of the problems in this area, which tend to become one of the main obstacles for development, also the configuration of some social and more reasonable solutions. The purpose of this study is represented by a conservative and objective analysis of the working force dynamics and population activity in correlation with the economic evolution on a medium and extended period.*

Key words: labour, employment, inactive population, labour market

JEL Classification: E24, J21, J24

1. Introduction

In a typical definition, employment means a job which is systematically occupied, full-time, i.e. for a labour duration which, for a given country, for a given period, is considered either normal (legal), or average (Standing, G). In relation to this definition, the atypical forms of employment (part-time labour, division of job, interim, contracts for a definite period of time, etc.) have become more and more popular in the last decades, situations which are making more and more difficult the clear distinctions between employment and unemployment.

At the same time, the notion “inactive population” includes disguised forms of unemployment: anticipated retirement, long-term unemployed or discouraged persons (who no longer appear as job applicants), as well as the persons included in several professional training and reconversion programs. Also, the undeclared employment evaluated as having a weight of approx. 10% of the active population in the member states of OCDE moves and makes more flexible the border between unemployment and employment.

The Romanian labour market has gone through profound transformations further to the implementation of the new political, economic and social reforms. Before December 1989, the state used to guarantee the full employment, while nowadays Romania faces a relatively high unemployment level, whose duration is increasing. Neither the labour market institutions, nor the legislation which was available at the beginning of the transition period could deal with the newly created situation. On the one hand, the enterprises needed more flexibility, increased freedom to adjust their massive workforce, so that they could deal with the rapid economic changes, insertion of new technologies in order to increase the performances and, last but not least, the increasing competition on the market. On the other hand, the large number of unemployed individuals required assistance in searching for new jobs, adapting the level of qualifications to the new requirements of the market, and minimizing the shock of losing the constant incomes they obtained further to their work.

After 1990, further to speeding up the reorganization and increasing the insecurity of the workplace in Romania, employment has become one of the tensest

areas of transition. Against the background of the economic decline, Romania has faced an employment crisis, so that the rates of inactivity and employment have decreased, and unemployment has become more serious. In 1990, the employed population was 10,084 thousand persons, and the decline started in 1992, continued in the following period, so that in 2005 the employed population reached 9,147 thousand persons, while a tendency of increasing the number of employed persons was subsequently recorded starting 2006. The economic crisis has significantly influenced the Romanian labour market, changing the main indicators of workforce, thus the employed population reached a maximum value in 2008, an year of economic growth, while in 2009, the year when the crisis reinstated in Romania, a sudden decrease was recorded, a decrease which has continued the same tendencies until 2012, when one could note a certain revulsion, reaching 9,456 thousand persons. Although, in an absolute value, the employed population has recorded a decrease during 2000-2012, the weight of the employed population in total active population is constant, from 93.0% in 2000 to 92.9% in 2012, against the background of the decrease of the active population.

2.The structure of the population employed in activities pertaining to the national economy

The structure of the population employed in activities pertaining to the national economy is an important indicator in highlighting the development level of a country, used for international comparisons. There is a close direct connection between the ratio of the population employed in the non-agricultural branches and the level of the economic and social development. The non-agricultural activities provide production techniques, which allow a more effective use of the human and material resources, also providing the services required by a proper development of any economic activity. The population working in the non-agricultural branches provides the industrial productive means for the entire national economy, and provides activities in sectors which are essential for the progress of society, such as: education, scientific research and healthcare. Besides traditional activities such as transportation, telecommunications, commerce and the financial and banking sector, new sectors emerge and develop, such as IT, technical, economic and juridical consultancy services, environmental protection activities, which have become vital for the proper development of economy and society.

During 1990-2012, certain shifts of population have occurred among the branches of the national economy, while the structure of the population employed in national economy activities has suffered significant modifications. The structure of employment is pendulous and discontinuous, as the largest variations have been recorded in the agricultural sector, where, after a strong increase of the employed population, the pitch was reached in 2000, and was 41.4% (Dobrotă N., Aceleanu M. I., 2007, p.126), a decrease followed, reaching 28.9% in 2012. The most significant population transfers occur between industry and agriculture, while the services have a constant positive sold.

The agricultural labour market is very different from the market to be found in the industry or services sectors because of the specificity of the sector, which consists in seasonal activities, lack of occupational alternatives, and development level of agriculture. In general, the seasonal nature of the agricultural production, climate conditions, as well as the difficult access of farmers to the financial sources offered by the capital markets (stock exchanges, commercial banks) and the reduced attraction of European funds have led to maintaining the Romanian agriculture at a

reduced effectiveness level.

The constant economic growth recorded between 2003 and 2008 has led to a significant decrease of employment in agriculture, and implicitly employment in the rural environment. In the future, this could lead to a new structure of the employment in the rural field less based on agriculture, and possibly to an increase of employment in the urban field. Partially, the decrease of the weight of agriculture in the total employment can be explained by the increase of Romania's economic opening, which slowly but surely makes the subsistence agriculture unprofitable. In the rural field, agriculture continues to be the main economic activity. There are entire areas where the land cultivation and silviculture are dominant in the regional economy. Unlike the European Western countries, where the workforce is focused on the activities "downstream" or "upstream" the agricultural production, in Romania, it is mainly in the productive sector. The cause is determined by the precariousness of the technical endowments, missing financial resources, but also by the old age of the people cultivating the land or raising animals. All these factors concur to maintaining a climate which is less receptive to innovation and development of the managerial and entrepreneurial skills, particularly necessary for transforming the agricultural working system. For these reasons, agriculture continues to have an extensive subsistence nature. The performances are two-three times smaller, as compared to the developed countries. As soon as Romania has adhered to the European Union, agriculture has had to deal with a restructuring of the workforce, and also increase productivity, in order to become competitive on the European market. The statistic data shows that, after a significant increase until 2000, the population employed in agriculture has started to decrease, but as compared to the level of the developed countries in the Union (4%), it continues to be numerous, recording 28.9% of the employed population in 2012.

The contraction of the activity in industry, especially in the large non-profitable economic units, has determined the decrease of the population employed in this branch during 1990-2012. The weight of this branch in total activity has decreased from 43.4% in 1990 to 28.6% in 2012. The population employed in industry has permanently decreased, from 4.7 million in 1990 to 1.96 million in 2012. Thus, significant decreases of the employed population have especially been recorded in the process industries and civil engineering. In industry, the sectors vital for the development of the activity in the other fields of the national economy have less been affected by restructurings (for instance, electricity, gas and water). There have also been compact industries with strong trade unions which have been more difficult to reform, and have maintained a part of their privileges and a large number of employees for a longer time. In exchange, the ratio of the population employed in the manufacturing industry has decreased, especially in the textile industry and clothing, mainly further to a weak trade union movement. Starting 2000, the weight of the population employed in the manufacturing industry has started to increase, further to opening numerous Lohn production companies related to textile and clothing in Romania. However, the cheap workforce in Romania only temporarily attracts these Lohn production companies; that is why the following question is raised: what will happen after the Romanian market stops being attractive for this type of foreign investors? (Bălănescu, M.).

A detailing of the employment structure according to the activities of the national economy can show us better the evolution between 1990 and 2012. The net destruction of jobs between 1990 and 2003 has reached a level of almost three million in Romania, while the net creation of jobs barely reaches 435 thousand. In exchange, the population employed in the services sector has started to have a tendency of slight

increase, with a role of rebalancing the occupational structure, covering personnel voids generated by the defective allocation of labour resources in the centralized economy or modification of incentives which have supported several activities. Thus, education, culture, health, public administration, activities previously considered “unproductive”, have recorded an absolute increase of the employed persons as a consequence of the chronic deficit of personnel available in the period prior to December 1989. Also, the increase of demand in the financial, banking and insurance activities is the result of the trend towards the functional market economy, where the institutions created in these fields play an important role. However, the large increase of the population employed in commerce certifies the nature of the Romanian economy, a consumption economy, with a significant predilection to import.

Table no.1.

The structure of the population employed in the main activities of the national economy in 2012

Economic activities	Employed population
Total	9263
Agriculture, silviculture and fishing	2682
Extractive industry	82
Process industry	1684
Production and supply of power and heating, gas, hot water and air conditioning	110
Water distribution; sanitation, waste management, decontamination activities	83
Civil engineering	695
Retail and wholesale commerce; repair of vehicles and motorcycles	1205
Transportation and storage	433
Hotels and restaurants	186
Information and communications	154
Financial intermediations and insurances	140
Real estate transactions	16
Professional, scientific and technical activities	168
Administrative services activities and support services activities	159
Public administration and defense; social securities in the public system	467
Education	376
Health and social care	386
Activities involving shows, cultural and recreational activities	59
Other activities related to the national economy	178

Source: National Statistical Commission, Romanian Statistical Yearbook, 2013 p. 103

In 2012, the weight of the population employed in commercial services activities (commerce, hotels, restaurants, transportation and storage, mail and telecommunications, financial, banking and insurance activities and real estate transactions) and social activities (public administration, education, health and other services) has reached 42.4 % of the employed population as compared to 27.5%, as it was in 1990. The changes in the employment structure in each sector reveal a

concomitant process of deindustrialization and reorganization of economy, without a real progress in the services sector. In services, employment has shown a quite irregular tendency, with successive periods of growth and decline, and the result was a net decrease of 9.4% between 1990 and 2000. After reaching a maximum level of 3.3 million persons in 1991, the population employed in the services sector has decreased again down to 2.7 million in 2000. In 2012, the population employed in services was 3.7 million, while the main providers of jobs were the commerce activities (1,205 thousand persons) and the transportation, storage and communications activities (587 thousand persons).

At present, in spite of all its efforts, Romania is still far behind the European mean regarding the level of economic and social development, in general, and labour productivity at national level. One of the fundamental causes is represented by the still significant disparities structurally separating Romania from the situation of the developed EU states. First of all, regarding the distribution of the workforce in the three significant sectors of the economy, the discrepancies, as compared to the European mean, become visible by comparing the situation in Romania to the average European levels.

The distribution of the population employed in activities pertaining to the national economy in 2012 showed that 29.0% of all the employed persons were compressed in the agricultural sector, 28.6%, in industry and civil engineering, while 42.4%, in services. 6,580,466 persons were employed in the non-agricultural activities, while significant weights among them were owned by those performing their activity in the process industry (25.6%), commerce (18.3%) and civil engineering (10.6%).

As compared to year 2010, the number of persons who have performed their activity in agriculture, silviculture and fishing (- 98 thousand persons) has significantly decreased, and so has the number of those who have worked in health and social care (-17 thousand persons), in the production and supply of power (-16 thousand persons), in the extractive industry (-14 thousand persons), transportation and storage (-11 thousand persons).

If, in the case of industry, the weight of employment is close to the European mean, the major discrepancies are in the case of agriculture and services, respectively. Agriculture is oversized in Romania's case regarding the employed population it owns, to the detriment of other economic sectors. This, under the circumstances in which, in a modern economy, agriculture considerably restricts the proportion of the employed population in relation to the other branches (Romanian Government).

Romania's economy has had a sinuous dynamics, made up of two important periods of decline (1990-1992 and 1997-1999) followed by revivals and increases, while the period 2000-2008 is the one of continuous and sustainable growth, however followed by the profound and structural crisis we are in nowadays. Three tendencies have characterized economy during these 22 years: (1) the weight of the private sector in GDP has become stabilized after 2004 to approx. 71% starting from 56% in 1990; (2) industry has left predominant room to services within the economy (3) the number of employees has decreased from 8 million in 1990 to approx. 6.2 million in 2012. The external deficit remains the weakness of economy, for the cover of which it has been resorted to agreements with the international financial institutions during recession periods and to private external loans during the growth periods. These agreements, which have constituted the assumed strategy of transition, have led to extremely high social costs for Romania, to serious impoverishment phenomena and social disintegration. Even if economy is recovering, these social phenomena require prolonged periods of time in order to be at least partially resorbed (RIQL).

The Eurofund data show us that, in 2010, Romania has been the first of the EU

countries regarding jobs restructuring. The number of the positions which have disappeared in 2010 in Romania was 78,700, i.e. 21% of the total number of positions annulled at the EU countries level, while Romania is on the first position in this regard, closely followed by the Great Britain (20.83%). However, while in the Great Britain so many positions have been annulled, others have been created instead, and the ratio of the positions occurring in 2010 was 15.52% of the total EU. In Romania, the newly created positions are only 6.28%, the discrepancy between the cancelled positions and those instituted being the largest by far. In the rest of the EU countries, this ratio has been relatively equal, and in some countries the newly created positions have even been more numerous than the annulled one. In Ireland, a country profoundly affected by the crisis, the created positions have been twice as many than the annulled ones, and in Slovakia or Sweden, almost three times as many (Stoiciu, V.).

Since January 2009 and until mid-2011 in Romania, 158,226 state workers (Oprîşor, D.) have been dismissed both among the central public administration, and the local administration. Moreover, in spite of the highly anticipated dismissals in the central body, most of the state workers (80%) have been dismissed from the local administration. At the beginning of the crisis, the budgetary body had 1,398,000 clerks, while at the end of 2009, their number slightly decreased down to 1,379,892 employees. Thus, in 2009, 18,108 clerks have been dismissed. In exchange, at the end of 2010, the public sector has been reduced down to 1,266,550 persons. Consequently, last year, 113,342 employees from the public sector were dismissed. The dismissals have also continued in 2011. On 31 May 2011, the personnel from the public system included 1,239,774 persons. So the conclusion is that, in the first five months of 2011 (for which statistical data is available) 26,776 employees were dismissed.

A part of the persons dismissed from industry cannot be found in the other branches of economy, contributing to the increase of the number of unemployed persons. The situation is alarming, proving the fact that the Romanian economy is still an economy which cannot attract investments in key-sectors such as tourism, transportation, mail and telecommunications, civil engineering. Although important direct foreign investments have been made in the analysed period, they have particularly been oriented towards the process industry, financial intermediations and insurances.

Table no. 2

The evolution of the population employed in the main activities of the national economy 1990-2012

	Agriculture				Industry				Services			
	1990	2000	2006	2012	1990	2000	2006	2012	1990	2000	2006	2012
Employed populationn	29.0	41.5	29.7	28.9	43.4	27.3	29.4	28.6	27.6	31.2	40.9	42.4

Source: National Statistical Commission, Romanian Statistical Yearbook, 2009, 2013

3. The structure of the employed population according to gender, professional status and means

The structure of the employed population according to gender shows that, although at the beginning of the 90s the employed population was primarily male (approx. 60% of the employed population was represented by men), in the

latest period the ratio has become more balanced, and the female employed population was, in 2012, approx. 44.6% of the total employed population. This situation has been determined by the fact that, in order to accede to the European Union, Romania had to adopt a series of principles available on the European labour market, i.e. employability, entrepreneurship, adaptability, provision of equal chances (adopting special measures in order for women to enjoy the same employment opportunities as men).

Table no. 3.
Structure of the employed population according to their professional status, gender and means in 2012

Professional status	Total employed population (thousand persons)	Employed population according to gender		Employed population according to means	
		Male	Female	Urban	Rural
Total	9,263	5,126	4,137	5,078	4,185
wherof:					
Employee	6,229	3,441	2,788	4,638	1,591
Employer	112	81	31	88	24
Self-employed worker	1,755	1,245	510	306	1,449
Family worker					
Not remunerated	1,167	359	808	46	1,121

Source: National Statistical Commission, Romanian Statistical Yearbook, 2013 p. 108

The transformation process of the national economy has led to significant changes also in the professional structure of the population. Further to the analysis of the data in table no. 3, one can find that, during 2000-2012, increases of the employed population have taken place (from 6,082 thousand persons in 2000 to 6,229 thousand persons in 2012) and reductions of the employers number (from 118 thousand persons in 2000 to 112 thousand persons in 2012, after the wave of companies closures, radiations and bankruptcies), of the number of self-employed workers and not remunerated family workers. During the analysed period, certain modifications have occurred in the structure of the employed population according to their professional status. Thus, in 2000, the employed persons were 56.5% of the total employed population, the self-employed workers owned a high weight (23.1%) of the employed population, and the not remunerated family workers recorded a weight of 19.3% of the total employed population. Further to the economic growth recorded in Romania, in 2012, the weight of the self-employed workers dropped down to 19.7% of the employed population, as well as the weight of the not remunerated family workers (which represented 11.9% of the total employed population), while a part of them were involved in the economic activity, with the status of employees. Also, in the analysed period, the weight of the employees in the total employed population increased, representing 67.2% in 2012.

The massive decrease of the number of persons employed in agriculture by 1932.2 thousand persons (from 4614.5 thousand persons in 2000 to 2682.3 thousand persons in 2012) is a major mutation of the occupational structure of employment. Almost completely, this employed population lost to agriculture shall have

the occupational status of self-employed workers (including not remunerated family workers).

The reallocation in branches and sectors of the self-employed persons has recorded a shift towards the civil engineering sector, which reflects the precariousness of labour in this sector with tendencies of market segmentation increase and development of the undeclared work size.

At European level, the most significant proportion of the self-employed workers is recorded in the business sector and financial services, public administration and community services /household activities, a trend not recorded in Romania.

The trend to reduce the non-salary employment has been accompanied by an increase of the number of employees, by 444 thousand persons (in 2012 as compared to 2000). As compared to year 2010, the number of employees has increased in 2012 by 167.9 thousand persons. The sectors with the highest dynamics regarding the increase of the employees' number are: commerce by 66.8 thousand persons, agriculture by 47.9 thousand persons, process industry by 42.5 thousand persons, civil engineering by 26.1 thousand persons, and information and communications by 17.7 thousand persons.

In this context, it can be stated that, although as an absolute level, the employment has decreased in Romania, its structure has improved, approaching the European structure, which creates the premises for a healthy growth in the future.

As for the structure of the employed population according to their professional status, in 2012, 67.2% of the employed persons had the employee status (65.6% in 2010), 19.7% self-employed worker and member of an agricultural society or cooperative (20.4% in 2010), 11.9% not remunerated family worker (12.7 in 2010) and 1.2% employer (13% in 2010).

According to gender, the structure of the employed population according to their professional status shows an approximately equal level for the employee status (67.1% men and 67.4% women), significant differences are recorded for the other occupational statuses, self-employed worker and member of an agricultural society or cooperative (24.3% men and 12.3% women), not remunerated family worker (7.0% men and 19.5% women) and employer (1.6% men and 0.8% women). The high level of women with the status of not remunerated family worker shows a quite precarious situation on the labour market.

Table no. 4.

The evolution of the employed population according to their professional status, during 2000-2012

	2000		2006		2012	
	Thousand persons	%	Thousand persons	%	Thousand persons	%
Total	10764	100	9369	100	9263	100
Employee	6082	56.5	6317	67.4	6229	67.2
Employer	118	1.1	124	1.3	112	1.2
Self-employed worker	2487	23.1	1822	19.4	1822	19.7
Not remunerated family worker	2077	19.3	1106	11.9	1106	11.9

Source: National Statistical Commission, Romanian Statistical Yearbook, 2009, 2013

Further to the data in table no. 4.6., one can find that the number of employees in agriculture has decreased during 1990-2012, from 762 thousand persons in 1990, to 105 thousand persons in 2012; the explanation is that, after 1991, the agricultural lands have been returned to the former owners, thus creating small individual agricultural farms, where they would work on their own.

Also, during the analysed period, the number of the employees in industry has decreased, from 3,846 thousand persons in 1990, to 1,370 thousand persons in 2012. However, in the process industry, for the entire analysed period, a larger number of employees than in the other branches of industry is maintained, while over 85% of the total number of employees in industry are involved in the process industry.

Table no. 5.
The employees according to activities of the national economy in 2012

Activity (CAEN sections)	YEAR									
	1990	1995	2000	2002	2004	2006	2008	2010	2012	
Total	8106	6160	4623	4568	4469	4667	5046	4581	4777	
Agriculture, hunting and silviculture	762	503	199	162	145	136	117	95	105	
Industry	3846	2615	1873	1891	1741	1632	1570	1310	1370	
Civil engineering	704	443	316	300	323	352	453	346	375	
Commerce	508	660	568	562	598	739	854	809	845	
Hotels and restaurants	195	115	84	76	89	93	118	112	131	
Transportation, storage and communications	724	516	370	348	319	327	342	382	406	
Financial intermediations	38	67	71	66	68	85	107	110	105	
Real estate transactions and other services	341	195	177	211	229	286	375	355	428	
Public administration and defense	80	130	148	147	155	175	216	204	192	
Education	368	427	407	390	381	383	394	383	372	
Health and social care	316	328	305	313	306	328	356	376	342	
Other activities of the national economy	224	161	105	102	115	131	144	100	106	

Source: National Statistical Commission, Romanian Statistical Yearbook, 2013

Thus, in 2012, the most employees have been recorded in the process industry, civil engineering, commerce, transportation, storage and communications, public administration, defense and education. In the employer category, the largest weight is owned by the persons employed in commerce, however decreasing as compared to the previous period (1991-2000). One can also find an increase of the weight of the employers involved in industry and agriculture. In the categories of self-employed workers and not remunerated family workers, the largest weight is owned by those involved in agriculture. This shows that the weight of those living only off their own

work and their family's work in agriculture is quite large.

Although until 2002 the number of the civil engineering employees has recorded a continuous decrease, starting 2004 their number is continuously increasing, while the proof of it is the invigoration of the civil engineering activities (both dwelling places, and commercial and industrial spaces).

The number of the commerce employees has increased from 508 thousand persons in 1990 to 845 thousand persons in 2012, while the commerce activity has attracted a part of the workforce dismissed from the other sectors of activity pertaining to the national economy. If we compare the production activity to the consumption activity, it can be found that the Romanian economy is a consumption economy, largely based on the import of products and less on the consumption from the national production. This is a cause but also an effect of the deterioration of the production activity in Romania.

It is also interesting to see the evolution of the number of employees involved in public administration and defence, as it has recorded an increase from 80 thousand employees in 1990, to 175 thousand employees in 2006, and to 192 thousand employees in 2012. The explanation consists in the fact that, in 2007, the military service has no longer been mandatory, as the army employed only professional militaries, as well as the establishment of the community police department, while all these required a large number of employees. The other activities (hotels and restaurants; financial intermediations; real estate transactions; education; health and social care) have not known significant modifications regarding their number of employees, recording uniform increases or decreases during the analysed period.

4. The structure of the employed population according to their training level

The level of training of the employed population matches the overall requirements of the economic and social progress; it allows the approach of the technical and economic activities in their entire variety: from the simplest technologies to the modern technologies. In the member states of the European Union, the unemployment rate of the higher education population is lower than the general unemployment rate but the situation is different in Romania. This is due to the fact that the educational system has not yet adapted to the requirements of the market, and the fact that the jobs for the higher education graduates are insufficient. The policies of the European Union have helped the revival of the labour market especially in the case of the young people with tertiary studies.

We can find a constant diminution of the employment rate of the higher education population, from 89.5% in 2006, to 81.4% in 2012. One also records a diminution of the employment rate of average education population during 2006-2012, from 70.5% in 2006, to 63.5% in 2008 (by 0.4%), to 62.2% in 2009 (by 1.3%), recording a slight increase in 2012 (63.1%). As for the employment rate of the population with a low education level (secondary school, primary school, no school), we find that during 2006-2012 the trend was decreasing, from 43.6% in 2006, to 41% in 2008 (by 0.7%), to 42% in 2009 (by 1%), i.e. to 43% in 2010 (by 1%). In 2012, after a drastic drop in 2011, the unemployment rate of this population has increased by 1.4% to 40.5%), approximately reaching the value recorded in 2009.

The rate of employment of the population aged 15 years old and over according to their level of education during 2006 – 2012

Level of education	2006	2007	2008	2009	2010	2011	2012
Rate of employment - total	58.8	58.8	59.0	58.6	58.8	58.5	59.5
Higher (university, including master's degree and doctor's degree)	89.5	85.8	85.7	84.1	82.4	82.1	81.4
Average (post-high school, high school, vocational, complementary or apprenticeship)	70.5	63.9	63.5	62.2	62.2	62.3	63.1
Low (secondary school, primary school, no school)	43.6	40.3	41.0	42.0	43.0	40.5	41.9

Source: National Statistical Commission, Romanian Statistical Yearbook, 2012, 2013

This evolution, contrary to the general trend of reducing the employed population, has induced significant structural modifications, as the weight of the employed higher education population in total employment has increased from 9.8 % in 2000 to 17.9 % in 2012. This structural modification can be interpreted as a tendency of improving the quality of the workplaces.

Considering the estimations, in the perspective of year 2020, regarding the continuation of the trend of creating workplaces which would require a high level of education, the weight of the higher education population in total employed population must continue its ascending evolution.

Table no. 7
The structure of the employed population according to their level of training during 2000-2012

Level of training	Year					
	2000	2004	2006	2008	2010	2012
Total employed population	8629 = 100%	9158 = 100%	9313 = 100%	9369 = 100%	9240 = 100%	9263 = 100%
Higher	9.1	12.0	13.5	14.8	16.0	17.9
Average	55.1	60.8	61.7	60.7	58.8	59.3
Low	35.8	27.2	24.8	24.5	25.2	22.8

Source: National Statistical Commission, Romanian Statistical Yearbook, 2012, 2013

The increase of the professional skills, in order to provide a high-performance production process which would create competitive products, able to cope with the market requirements, becomes an absolute priority. Regarding the **employed population according to their training level**, one can find an increase of the weight of the employed persons with higher education and high school and vocational education, and a decrease of the weight of the employed persons with secondary or primary education.

Further to the data analysis, it can be stated that, during the analysed period, the weight of the employed higher education population has an increasing trend, both further to creating favourable conditions of university and post-university training, but also to becoming aware of the fact that only with a proper training in a certain field, can the new requirements of the European labour market be coped with. At the same time, it can also be found that a quite large weight of the total employed population is owned by the average education persons (approximately 60%), and that this percentage is consistent during the analysed period.

The weight of the employed population with secondary education or no school is decreasing, further to establishing measures of avoiding the school abandonment and alphabetization of the persons living in the rural environment. It is also noted that approximately 60% of the persons with primary education or without graduated education come from the 65 years old and over age group. In 2012, of the total employed persons, 17.9% are persons with a higher education; according to the age group, the most significant weight of the higher education persons is owned by the young persons, aged between 35-44 years old.

Table no. 8.

The structure of the employed population in Romania depending on their level of training and age, in 2012

Level of training	Total employed population		Whereof, according to the age group (%):					
	(thousand persons)	%	15-24 years old	25-34 years old	35-44 years old	45-54 years old	55-64 years old	65 years old and over
TOTAL	9263	100.0	7	26.2	30.6	19.9	12.2	4,1
Higher education	1660	17.9	3.5	40.1	31.1	16.0	8.9	0.4
Average	5494	59.3	6.6	24.3	34.6	23.4	10.3	0.8
Low	2109	22.8	10.6	20.5	19.8	14.1	19.7	15.3

Source: National Statistical Commission, Romanian Statistical Yearbook, 2013

The average education persons own the largest weight of the total employed population in 2012 (59.3% of the total employed population). The largest weight of the average studies persons is in the 35-44 years old age group, i.e. 34.6% of the total average education employed population. It is also interesting that 2,038 thousand persons have vocational or apprenticeship studies, and out of them approximately 80% are young persons, aged between 15-54 years old. Out of the employed persons with secondary, primary studies or no graduated school, most of them are elderly persons.

5. Conclusion

The transformations which have taken place at the national economy level have determined important changes in the employment structures. These employment structures are in fact the connection between the quantitative and qualitative demographic aspects, showing the effectiveness of using the labour resources.

These mutations reflect a tendency of moving off from the structures to be found

in the developed countries, at European level. Under these circumstances, we cannot hope to reach the objectives of the European Union too soon: full employment, sustainable better-quality workplaces, a decent and equitable income, diminution of poverty and social exclusion.

For Romania, such a socio-professional structure only increases the economic pressures and tensions which are reflected in the security of the incomes, saving capacity, investment capacity, in the education and training system of the young population and in the social protection system of the vulnerable groups. All this evolution has only resulted in the high taxation of labour. The solution which must be applied is not this however, but what the experts of the European Union call “placing the package of economic and social policies in the service of employment”.

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