

KEY EMPLOYMENT INDICATORS IN EU AND ROMANIA

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Labour force performances are not homogenous between EU member countries, the intensity and the state intervention in the social policy being also heterogeneous (Moia, 2004)⁷⁰. By implementing different policies on labour force market, European states have not reached the same performances, the gaps existing between them being expressed through analyse of social-economic indexes.

Key words: employment, labour force, policy, unemployment rate, activity rate.

Employment and continuous professional development of labour force are objectives fixed on the most important planned documents worked out at national and european level. European Union prepared, on this purpose, The European Strategy for Employment, which guarantee the coordination in this field of activity and between 2005-2008 has the next structure: integrated lines regarding occupation, national programs of reform, common report on occupation, Council recommendations, yearly UE progress report⁷¹.

Talking about Romania, the first step on occupation policy programming and professional development consists in National Action Plan for Employment elaborated in 2001 according with European Strategy for Employment and the strategic options from Preadherind Economic Plan (PEP). Also, yearly there have been conceived National Plans for Employment (2002-2003, 2004-2005, 2006) and Reports regarding the progress recorded related to the priorities assumed by the common document of employment policies evaluation. Other relevant documents for human resources development were National Plan of Development (NPD) and Common Document for Employment Policies Rating.

For the 2007-2013 period, policies in the employment field are ruled by a few strategic documents, such as:

- National Strategy in the Employment field for 2004-2013;
- Continuous Professional Development Strategy on Short and Medium term 2005-2010;
- National Plan of Development 2007-2013;
- Regional action plans for employment and social inclusion that involve to conclude 12 treaties of employment and social inclusion.

National priorities for the employment field in the next period are:

- promoting labour force adaptability, continuous learning and developing process,
- fighting against structural unemployment
- promoting social cohesion.

ALL	2000	2001	2002	2003	2004	2005	2006
Total population(000)	22334	22326	22309	21686	21638	21609	21575
Population aged 15-64	15231	15277	15327	14933	14964	15021	15035
Total employment	10653	10603	9591	9155	9103	9115	9291
Population in employment aged 15-64	9590	9529	8833	8602	8635	8651	8838
Employment rate(%population aged 15-64)	63.0	62.4	57.6	57.6	57.7	57.6	58.8
Employment rate(%population aged 15-24)	33.1	32.6	28.7	26.4	27.9	24.9	24.0
Employment rate(%population aged 25-54)	77.5	76.6	72.7	73.1	72.9	73.3	74.7
Employment rate(%population aged 55-64)	49.5	48.2	37.3	38.1	36.9	39.4	41.7
FTE employment rate(%population aged 15-64)		62.9	58.4	58.5	58.3	58.2	59.0
Self employed(%total employment)	46.2	46.1	44.6	46.2	41.6	43.2	43.2
Part-time employment(%total employment)	16.5	16.6	11.8	11.5	10.6	10.2	9.7
Fixed term contracts(%total employees)	2.8	3.0	1.0	2.0	2.5	2.4	1.8
Employment in services(%total employment)	31.3	31.6	33.9	38.1	40.2	41.7	42.1
Employment in industry(%total employment)	27.3	27.5	29.9	24.8	24.9	23.5	32.1
Employment in agriculture(%total employment)	41.4	40.9	36.2	34.7	31.9	31.8	30.5
Activity rate(%population aged 15-64)	68.4	67.3	63.4	62.2	63.0	62.3	63.6
Activity rate(%population aged 15-24)	41.4	40.0	37.4	32.9	35.8	31.2	30.6
Activity rate(%population aged 25-54)	83.0	81.6	78.6	78.0	78.3	78.2	79.9
Activity rate(%population aged 55-64)	50.0	48.7	37.9	38.8	37.9	40.4	42.8
Total employment(000)	821	750	884	692	800	705	752
Unemployment rate(%labour force 15+)	7.2	6.6	8.4	7.0	8.1	7.2	7.4
Youth unemployment rate(%labour force 15-24)	20.0	18.6	23.2	19.6	21.9	20.2	21.8
Long term unemployment rate(%labour force)	3.7	3.3	4.6	4.3	4.8	4.0	4.3
Youth unemployment ratio(%population aged 15-24)	8.3	7.5	8.7	6.5	7.8	6.3	6.6

Table 1. Key employment indicators in Romania, 2000-2006

Those priorities are coming from the national and regional labour market analyse over the last years in Romania, which emphasize important changes consisting in decreasing of active and occupied population, by keeping unemployment rate at relative constant values and by increasing long term unemployment, caused both by economical problems (restructuring of main economic fields and activities, limited capacity of creating new work places through Small and Medium Enterprises) and by social and demographic

changes (fruitfulness decreased while mortality recorded a raised level, emigration increased, medical services were of low quality). Important changes are also observed on different fields of activities, age categories and professional status.

The employment to population ratio provides information of the ability of an economy to create employment; for many countries the indicator is often more insightful than the employment rate. Although a high overall ratio is typically considered as positive, the indicator alone is not sufficient for assessing the level of decent work or the level of a decent work deficit. Additional indicators are required to assess such issues as earnings, hours of work, informal sector employment, underemployment and working conditions.

For the moment, Romania is still very far from the Lisbon 2010 objectives, more precisely: general employment rate in 2006 is smaller with 11,2 percentages points than 70% fixed objective (compared to 12,4% in 2005), and employment rate for the people between 55 and 64 years old is with 8,3 percentages points lower than the 50% desired level (10,6% in 2004). In comparison with EU 25: employment rate total is smaller with 6,2 percentages in 2005 and with 5,9 percentages in 2006; employment rate population aged 15-24 is smaller with 11,7 percentages in 2005 and 13,3 percentages in 2006.

Regarding employment structure at national level in 2005 it was remarked the important share of occupied population in the agriculture sector – 31,9%, while in EU it was 5% . On the other hand, in the services sector were involved almost 44,6% of romanian occupied population, compared to 70,1% in EU . In the case of Romania, during 2006, the weight of occupied population in agriculture has decreased with 2,17% and the services rose by 2,43%. The weight of population employed in agriculture still remains high comparing to European average (EU 25 – 5%), being almost six times higher than that.

But, the unemployment rate values are under european average, even if on the labour market the changes were not too good, the main causes for this indicator stability being represented by work force migration and the small changes in the agricultural sector (more inflexible), where is recorded over a third of occupied population.

ALL	2000	2001	2002	2003	2004	2005	2006
Total population(000)	445175	447442	448693	450166	451385	453929	455990
Population aged 15-64	298633	300049	301203	302348	302900	305142	306677
Total employment	196009	198094	198918	199658	201079	202971	205949
Population in employment aged 15-64	186362	188387	189124	190217	191625	194595	198317
Employment rate(%population aged 15-64)	62.4	62.8	62.8	62.9	63.3	63.8	64.7
Employment rate(%population aged 15-24)	38.1	38.1	37.5	36.9	36.8	36.8	37.3
Employment rate(%population aged 25-54)	76.0	76.3	76.3	76.4	76.8	77.2	78.2
Employment rate(%population aged 55-64)	36.6	37.5	38.7	40.2	41.0	42.5	43.6
FTE employment rate(%population aged 15-64)		58.2	58.2	58.1	57.9	58.1	58.9
Self employed(%total employment)	15.9	15.8	15.7	15.7	15.7	15.4	15.4
Part-time employment(%total employment)	16.2	16.3	16.6	17.0	17.7	18.4	18.8
Fixed term contracts(%total employees)	12.6	12.6	12.9	13.0	13.7	14.5	14.9

Employment in services(%total employment)	67.9	68.3	68.9	69.4	69.8	70.1	70.3
Employment in industry(%total employment)	26.5	26.2	25.8	25.4	2.1	24.9	24.7
Employment in agriculture(%total employment)	5.6	5.5	5.3	5.2	5.1	5.0	5.0
Activity rate(%population aged 15-64)	68.7	68.7	69.0	63.3	69.7	70.2	70.5
Activity rate(%population aged 15-24)	46.5	46.2	45.7	45.3	4.1	45.2	45.1
Activity rate(%population aged 25-54)	82.4	82.5	82.8	83.1	83.6	83.9	84.3
Activity rate(%population aged 55-64)	39.5	40.1	41.4	43.1	43.9	4.5	46.5
Total employment(000)	17898	17628	18519	19222	19488	19056	17393
Unemployment rate(%labour force 15+)	8.6	8.4	8.7	9.0	9.0	8.7	7.9
Youth unemployment rate(%labour force 15-24)	17.4	17.8	18.3	18.8	18.9	18.5	17.3
Long term unemployment rate(%labour force)	3.9	3.8	3.9	4.0	4.1	3.9	3.6
Youth unemployment ratio(%population aged 15-24)	8.4	8.0	8.2	8.4	8.3	8.4	7.8

Table 2.Key employment indicators in European Union 25, 2000-2006

Commission made a set of new proposals concerning employment guidelines for the period 2005–08, reflecting a switch of emphasis in favour of growth and employment. To create more and better jobs, the Commission wishes to:

- _ attract and retain more people in employment, increase labour supply and modernise social protection systems;
- _ improve the adaptability of the workforce and business sector;
- _ increase investment in human capital through better education and skills.

Regarding **Romania**, there has been elaborated the National Employment Strategy 2004-2010, which objectives are supposed to be reached through the next activities:

- active and preventive measures adopted in order to fight against the structural unemployment effects and to increase the employment rate of active population;
- income policy for employment stimulation;
- new labour work places and entrepreneurship;
- increasing active period of working life;
- promoting both adaptability and mobility on labour market;
- developing continuous learning process concept at cultural organisation level of romanian companies;
- equal employment chances both women and men;
- fighting against social exclusion and helping weaker groups to integrate themselves;

- smoothing regional employment disparities.

For the last activity developing local human resources policies are keen needed in order to use the area potential. They have to be completed with know-how transfer to help and prepare local and regional authorities, especially for learning how to access and use Structural Funds.

A special attention requests migration aspects, the foreigner's difficulties in finding a place to work and to integrate in the local community adding at common problems cultural and linguistic differences, sometimes much more hard to be surpassed.

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