

ANALYSIS OF THE EVOLUTION OF HUMAN RESOURCES IN ROMANIA

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Abstract

This paper treats the dynamics of human resources in the Romanian economy. The author focus on important topics regarding the analysis of human resources. After a general overview on the high level indicators, the study focuses on the education degree of the population, the working time usage, the age distribution, employment in secondary activities, the indicators of inactive population. Also, the discouraged population is studied, on the basis of specific indicators. The regional aspects are treated in the valuation of the active population. The authors make use of suggestive charts and tables to present the result indicators which form the output of their research. The figures and the correlations between them are commented in detail.

Keyword: *population, resources, employment, active, education*

Introduction. Literature Review

Labor situation analysis in Romania in the recent years is difficult, data can sometimes be difficult to predict contradicted risks that can be posed by a lack of a real anti-crisis program, which must ultimately be adopted at least for the next period.

Natural population growth in surplus by 338 people in July 2014, against the deficit registered in July 2013 - 2396 people.

Participation in the training of the population aged 15 and over was 10.8% in 2012. By gender, the proportion was close. More pronounced differences were recorded on average: 13.8% for those living in urban areas compared to 6.9% for people living in rural areas.

In 2013, the average normal working week for the employed population was 40.1 hours / week, and average effective duration of 38.5 hours / week.

Discouraged persons (inactive people who, although they were available to work, did nothing to seek work, being convinced of the failure of their employment) constitute a disadvantaged category of labor market Romanian, along with unemployed and underemployed persons.

The employment rate for people of working age in urban areas surpassed that of rural areas only in the Centre and Bucharest-Ilfov; and in the Northeast region occupancy rate was higher in rural areas than in urban areas.

Anghelache, Manole, Anghel, Ursache (2016) analyze the correlation between the dynamics of population and the labor market. Anghelache, Manole, Anghel and Popovici (2016) develop on the role of human resources in the national economy. Anghelache (2015, 2014, 2013) provides a comprehensive reference on the economic status of Romania. Anghelache, Anghel and Manole (2015) develop on economic, financial-banking, informatics modeling. Anghelache and Anghelache (2012) analyze the context of labor resources in Romania. Anghelache (2008) presents the statistical instruments that can be used to characterize the national economy. Berk and Walden (2010) study the human capital risk. Brown, Earle and Telegdy (2010) evaluate the effects of privatisation on Romanian, Ukrainian, Russian and Hungarian economies. Delahaye (2011) and Torrington, Taylor, Hall, and Atkinson (2011) research on the development and management of human resources. Rogerson, Shimer and Wright (2005) develops on the labor market theoretical models.

General terms on human resources

Last definitive data on the population dates back to 30 June 2012, when it was 21.582 million people (we have no data, no primary census in October 2011).

The employment rate of the population in 2012 was 55.3%.

The estimated number of unemployed by BIM system on 30 July 2013 was 466 932 people.

From the point of view of the training, we find that 67.60% were unemployed training primary, secondary or vocational, out of which 192 292 were women.

With upper secondary level of education were 109 311 unemployed, of which 56 026 women.

In late July 2013, the employed population was 4.3811 million employees 8.75915 million people who are self-employed difference. The employees worked in industry (1.2725 million persons), services and agriculture (98.300 people). In relative numbers at the end of 2012, people aged 15 and over accounted for 58.9% of the total population.

In July 2014, the population numbered a total of 19.628 million people habitually resident in Romania, compared to 16.435 million people in July, 2013.

Birth rate increased by 1.17% in July 2014 is 11.4, compared with 9.7 recorded in July last year. The mortality rate stagnated while infant mortality is decreasing.

Analysis of education of the population

The participation rate in at least one form of training was 1.5% for employed persons, 1.2% to 23.1% for ILO unemployed and inactive persons aged 15 and over.

Number of people who attended any training in the national education system was about 1,731 thousand. Of these, the majority shares were held by women, people living in rural and urban youth.

For most of these people total duration of the training was two years older. Time spent training was on average 28.1 hours per week. Most people who undergo some form of training and educational activities were conducted in classrooms. The purpose of the training was in 98.0% of cases, basic training school or university. The proportion of people who have undergone some form of training to training was 5.1% of the total.

Of all those who attended any training in the national education system, employed persons accounted for 6.0% and only 0.8% of ILO unemployed.

Regarding the fields of training, 24.7% attended some form of training in specific areas of industrial activities, construction and architecture, 23.1% had in-depth knowledge of the social, economic, financial and legal, while 19.1% followed general programs that provide basic training of the person.

Outside the national education system they were organized various forms of training (courses, seminars, conferences etc.) attended by 37.0 thousand persons aged 15 years and over. Of the participants, most were young (15-24 years), who resided in urban areas. 54.2% were female, and 34.5% were employed persons.

Of all the persons involved in such form of education, 60.9% were trained simultaneously outside and within the national education system. Prevailed within this category were people living in rural areas (71.4%) and males (58.8%).

Training in social sciences, economic, financial and legal for 21.1% of cases was the latest form of training outside the national education system. In the field of language learning they were comprised 14.0% of cases.

For the latest form of training followed by further study purpose outside the national education system aimed at professional side.

Studies on the use of working time

Individuals who have worked full-represented over 90% of total employment. The usual duration of the work week was at least 40 hours for 84.8% of these persons and 65.3% for the actual duration of the working week was 40 hours.

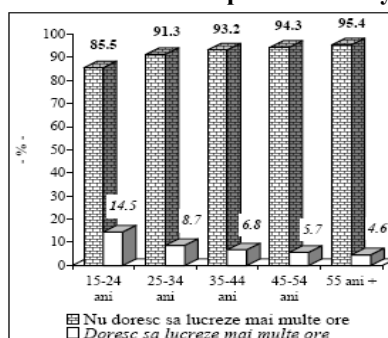
The number of people employed part-time working was 784 000 people. Mostly living in rural areas were self-employed, and 40.6% were women.

People with part-time and full-time but who worked less than 40 hours per week accounted for 21.1% of total employment. This proportion was higher for women and those living in rural areas.

In the analyzed period worked full-time work 75.8% of employees and 93.1% of employers, 70.6% of unpaid family workers and 70.5% of freelancers. Among full-time employees 85% actually worked 40 hours per week, while for 56.4% of employers with comprehensive program of work during the actual working week was 40 hours per week.

In the period under review, 574 000 people wanted to work with longer working hours than at present, or not having the same occupation.

Population structure on option workday on age



Data source: National Institute of Statistics,
Monthly Statistical Bulletin no. 7/2015.

The share of people who wanted to work many more hours than currently total employment was 6.9%. This indicator reached higher for males, and for the rural youth. This category of people nearly three-quarters lived in rural areas and were males.

The main aspect of atypical

The number of people who have her main activity in atypical periods of the day or working week, in the evening, night, Saturday or Sunday was 2,176 thousand. Persons who have been atypical work represented 51.3% of total employment. Most were male, living in rural areas and were aged between 25-54 years.

Distribution by type of work performed shows that most of these people have worked on Saturdays, whether performed or not other forms of atypical work (evening, night or on Sundays).

Analysis by sector of the economy reveals that all those who held atypical work, 51.9% worked in non-agricultural sectors. Almost a quarter of the employees worked in shifts; in total, the majority living in urban areas were male, were aged between 35-44 years and 8.4% were young (15-24 years).

Employed persons who worked in shifts owned significant shares in total employees in: mining and quarrying, hotels and restaurants, health and welfare, transport, storage and communication, manufacturing, electricity, gas and water and trade.

Of all employees who worked in shifts, women held the majority in health and social assistance, trade, hotels and restaurants, financial intermediation and education.

Another is the kind of atypical work and work at home. 1.2% of the total employed their main activity for at home.

Most of the people who work at home have enabled operational workers in services and trade and as craftsmen, skilled workers in trades, adjustment and maintenance of machines and systems.

Employment in secondary activities

In 2013, 249 300 people were held and secondary activities, particularly in the agricultural sector.

Population with multiple activities represent 3.1% of the employed population, the largest share recorded among the male population of the rural as well as in vocational education graduates. Increasing the percentage of those with secondary or multiple activities is based on salary cuts and the introduction of new labor code.

Most employed people with multiple activities and living in rural areas were males.

Secondary activity of persons who were self-employed or unpaid family workers, 85.9% lived in rural areas.

Busy people who have employee status, both in the mainstream and in the secondary, accounted for only 6.2% of those with multiple activities.

By age groups, most of which were adults with activities side.

The average length corresponding secondary activity was 12.8 hours per week.

Secondary activity correlated with level of education reveals that, of the employed who were making multiple activities, 35.1% were graduates of vocational, complementary or apprenticeship, and 30.8% were high school graduates.

Out of dealing with activities in the urban side, the most numerous were people with high school including stage I and people with higher education.

In rural areas the largest shares were held by graduates of vocational education, complementary and apprentices as well as high school graduates, including stage I.

Issues on the inactive population

Inactive population was 11 812 thousand, representing 54.7% of the total population. Inactive people residing in urban areas account for the majority, and women were responsible for a higher percentage than that of men.

The inactive population aged 15 and over was 8348 thousand people. Of these, 59.5% were women, 68.9% were elderly (15-64 years) and 48.8% lived in urban areas. Of the total of inactive people aged 15 and over, more than a quarter were young (15-24 years).

Analyzing the distribution of inactive population aged 15 and over by class of inactivity is observed that pensioners and welfare recipients is just over half the total, and from urban areas. Students aged 15 and over have held nearly a quarter of the inactive population of the same age.

Of the inactive population aged 15 and over, 376 000 were inactive people who said because they have not looked for a job but were available to start work or they looked for a job but were not available to work.

They were in proportion women living in urban areas, and were in the age group 15-34 years.

Population discouraged growing phenomenon

Of the total number of discouraged workers, 71.9% were women residing in urban areas.

The categories of persons discouraged with the largest share in total belonged to the age groups 15-24 and 25-34.

Discouraged persons represented 0.9% of the total population aged 15 and over and 1.3% of the total population of working age.

Analyzing the main reason for discouragement for people who do not seek a job, it appears that 58.6% of them think they have access to the labor market because they sought another time and have not found jobs, 24.3% believe there are no jobs available or do not know where to look for work, and 9.4% are discouraged because of age; a small share they hold those not looking for work because they do not feel prepared professionally.

Analysis active population distribution by region

Population aged 15 and over by participation in economic activity by region is shown in the table below. The economic dependency ratio (the number of inactive and unemployed per 1,000 persons employed) reached the highest in the Central region and the lowest in Bucharest-Ilfov region.

In the Northeast region the activity rate for people in rural areas was higher than urban; at the opposite pole is Center where the activity rate in rural areas is lagged behind that of urban.

The employment rate of the population aged 15 and over was higher for female than for male population in all regions and unless the Centre and Bucharest-Ilfov, for rural areas compared to urban areas. In the North West was registered the same employment rate in both areas of residence.

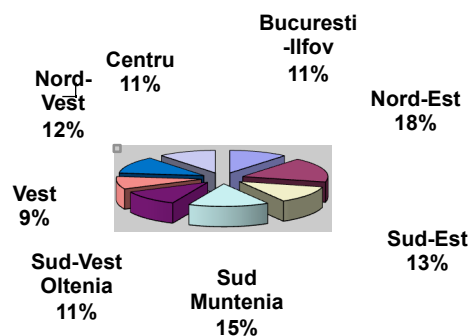
Structure of population aged 15 and over by participation economic activity by region

Region	Population, 15 yrs and older	Of which		
		Occupied	BIM unemployed	Inactive
	(thousand persons)	(percents)		
TOTAL	18.250	49,8	3,9	46,3
North-East	3.062	52,9	3,1	44,0
South-East	2.412	47,2	4,4	48,4
South-Muntenia	2.819	49,3	5,8	44,9
South-West Oltenia	1.950	52,3	4,2	43,5
West	1.641	49,2	3,3	47,5
North-West	2.288	48,8	3,0	48,2
Center	2.136	46,6	4,6	48,8
Bucharest-Ilfov	1.942	51,7	2,0	46,3

Data source: National Institute of Statistics, Monthly Statistical Bulletin no. 7/2015.

In five of the eight regions, share of employment in urban areas was higher than in rural areas. Bucharest-Ilfov region, by its specific, record the highest value: 93.6% of employed persons living in urban areas. Among the three regions where employment is found chiefly in rural areas, the Northeast region is in first place.

The employment rate regions

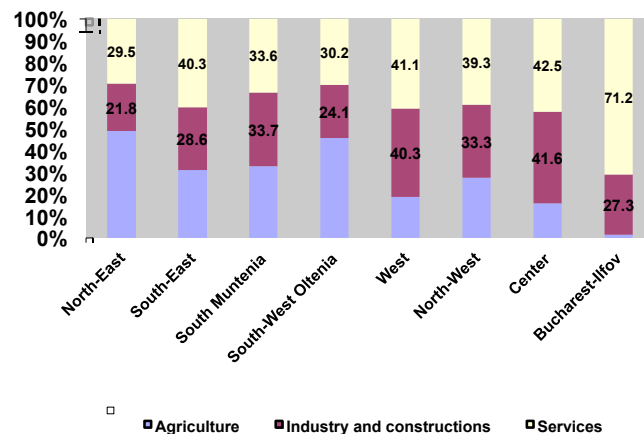


Data source: National Institute of Statistics, Monthly Statistical Bulletin no. 7/2015.

Distribution of employment by age group in each of the eight regions observed that the Bucharest-Ilfov region recorded the highest share of employed persons aged 25-54 years and lowest proportions of young people and 55 and over. In the South-West Oltenia, 20.9% of employed persons were 55 and over at the opposite end is the Center, with a share of 9.9%, but the proportion of young people by 9.5%.

Central region had the most significant proportion of the employed population with medium level of education. In Bucharest-Ilfov region has recorded the highest percentage of university graduates at the other extreme hovering South Region, where this ratio was 3.3 times lower. As regards the low level of education (secondary, primary and no education) had the biggest share a Northeast region. By sectors of the national economy is observed that in the South-West Oltenia and North East have recorded the highest share of people working in agriculture. In West and Central regions, 41.6% and 40.3% of employed persons operating in industry and construction. The population employed in services held significant shares in the Central, Southeast, Northwest, West, especially in the Bucharest-Ilfov, where employment in services represent 71.2% of the total. Analyzing the structure of the population by professional status, it is found that the employees had the largest share in Bucharest-Ilfov, Centre and West, and lowest in the North-East and South-West Oltenia.

Structure regions and areas of employment work in 2015



Data source: National Statistics Institute.

The regions where the self-employed and unpaid family workers holding significant shares in total employment were North-East and South-West Oltenia. South Region concentrate about one fifth of all unemployed persons, followed by the North-East. The lowest percentage is in the Bucharest-Ilfov region, with only 38 840 ILO unemployed.

Conclusions

In the total population aged 15 and over, the share of economically inactive was greater in women. Largest share of total discouraged workers was held by those who have not looked for a job, the remainder being those who sought a job but did not do anything for it.

The highest rates of activity of the population aged 15 and over were recorded in the North-East and South-West Oltenia, and lowest in the Centre and South-East. Males showed higher activity rates to the female in all regions. The activity rate of the working age population was located between elevated in Northwest and Northeast.

The employment rate of the working age population has reached the highest values in the Bucharest-Ilfov and Northeast and lowest in the Centre and South-East.

Regardless of the region, the employment rate of men of working age was higher than that of women; the difference between the two rates have ranged between 5.3 percentage points in the Northeast region and 17.7 percentage points in South-East region.

The distribution of employment by level of education reveals that over 60% of employed persons in each region had average education level (post-secondary, secondary or vocational), except for three regions: Northeast, South-West Oltenia and Bucharest-Ilfov.

Employers share in total employment varied between 2.9% in Bucharest-Ilfov region and 1.3% in the South-West Oltenia and North-West.

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