

**THE RESULTS OF THE SOCIOLOGICAL RESEARCH RELATED TO
THE EMPLOYMENT IN THE SOUTHERN REGION OF THE REPUBLIC
OF MOLDOVA**

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Abstract

The paper contains the results of the research based on the sociological study related to employment carried out in the Southern Region of the Republic of Moldova. This study aims to find out the problems faced by the active people of the region that currently do not have a stable job, but are in search of it.

Studying the problem of employment at the regional level also can help to solve a multitude of problems in different sectors of social life at national level.

The results of the study show that it is very easy for the category of employed persons to become unemployed persons. The unemployment is a process that affects the entire society at all levels. It is possible only by the joint efforts of the State, the Labor Office, the employers and the people concerned to solve the problem.

Keywords: : active population, employed population, unemployment, region, jobs.

1. Introduction

The employment can be considered a problem that must be permanently studied not only at the state level, but also at the regional level. For the first time, the concept of employment has been analyzed by the representatives of the classical theory: the classical school of A. Smith, D. Ricardo, the liberal school of J. B. Say and the socialist school of K. Marx. They considered that when the supply and demand are equal, there is a balance on the market and the employment is fully secured.

2. Degree of investigation of the problem at the present time and the purpose of research

The employment can be defined as “having a job and work for a period of at least one hour during the reference period”, comprising [5, p. 11]:

- all working-age persons, holding a non-salaried job or those who although are not enrolled in any activity have a formal link with the workplace;
- all persons aged 15 years old and over who have carried out an economic activity that generated goods and services for at least one hour in the reference period (weekly);
- all persons who carry out non-salaried work but do it for familiar gain, or those who have their own enterprises and don't work for some reason.

The active labor force that does not fall into the above mentioned characteristics is included in the category of the unemployed people.

A sociological research was performed in order to observe the boundary between the employment and the unemployment and to find out the problems faced by the active population in the Southern Region of the Republic of Moldova.

3. The methods and materials applied

The sociological research regarding employment, which took place during September and October 2016, involved a number of 75 individuals of employable age and not only (15-65 years) in the Southern region, but also those who currently do not have a stable job, but they are searching it.

The structure of the sample for the survey, depending on the characteristics: sex, age group, living environment and education level, is presented in the following way:

Sex					
Male – 50,7%			Female – 49,3 %		
Age group					
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
24 %	21,3 %	21,3 %	22,7 %	10,7 %	0 %
Living environment					
Urban - 64%			Rural - 36%		
Education level					
Higher	Professional institutions	Secondary professional	High school, general school	Gymnasium	Primary or without school
29,3 %	22,7 %	29,3 %	14,7 %	4 %	0 %

The respondents selected by gender are almost equal in proportion, by the age group they are retained in the same situation, with the exception of 50-year-olds and over, where the percentage of those questioned is smaller, as they are closer to the retirement age. According to the living environment: the respondents in the urban environment prevails approximately twice, the thing that denotes the fact that the rural population most often lead a subsistence activity in agriculture and does not consider the need to search for a job. The same situation is observed for the respondents selected according to the education level, because urban residents have many opportunities to do studies.

4. Results and discussions

The analysis of the results of sociological study concerning employment in the Southern region of the Republic of Moldova has conducted to the following characteristics.

The areas of activity. Respondents, who have worked in some branches of the national economy before becoming unemployed, are prepared to continue the work - 36% of respondents; in construction - 9.3%; in transport - 12%. The agriculture had a decrease from 17.4% to 6.7%, the industry from 16% to 12%, while in trade the situation is reverse, if in the past there were 9.3%, in the future 24% of respondents want to be engaged in this sector.

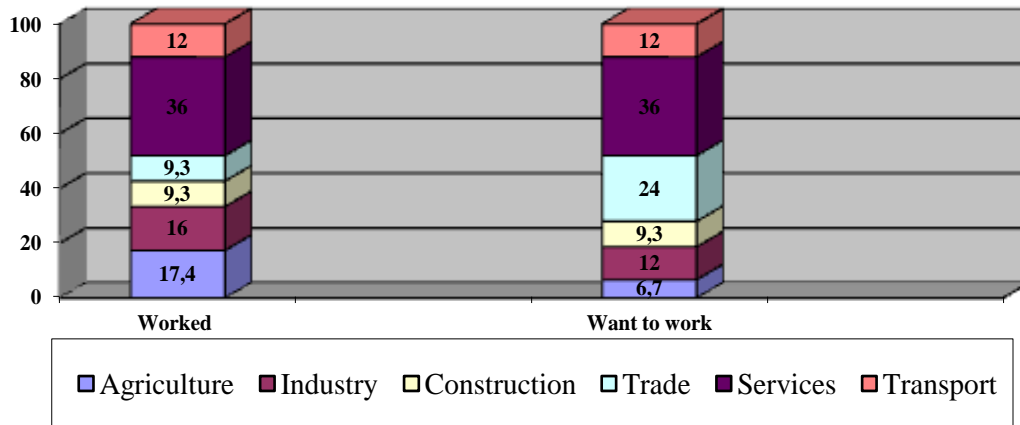


Figure 1: The branches in which respondents worked and in which they would like to work in the future, %

The source: prepared by the author based on the study conducted

The services and trade sectors are becoming more attractive as it allows obtaining revenues in a relatively short period. In agriculture the income is very low, and the industry in the Southern region disappears as branch of the economy. In construction and transport sectors there is stability.

According to the survey in construction and transport sectors from the total, men are mostly involved, being from urban areas: in transport - 89%, in construction - 71, 5%. In trade and services women prevail: 71,5% of total are opting for trade, and 73% for services. Because we are constantly moving, the situation can be changed easily.

In terms of how often the respondents change their work place, the study showed that the population of the Southern Region wants less job mobility and more stability.

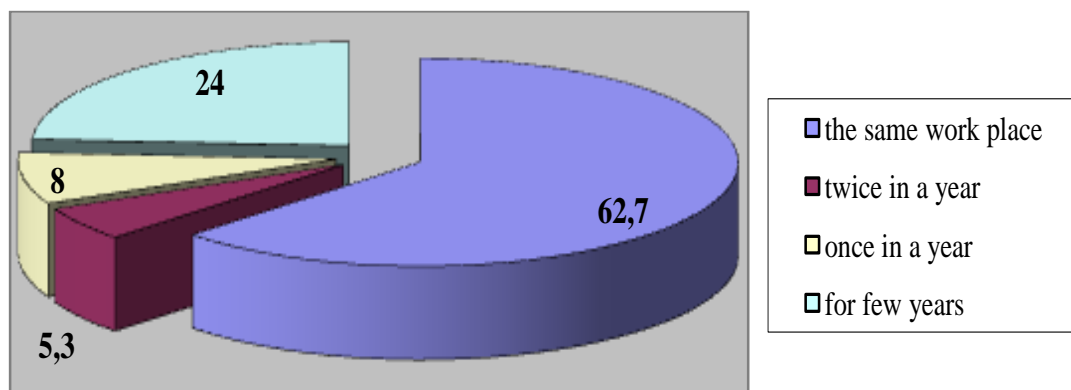


Figure 2: The frequency with which respondents changes their work, %

The source: prepared by the author based on the study conducted

From those interviewed 62,7%, before looking for a job, have worked at one job, 24 percent of respondents changed their work once in a few years and only 13,3% of respondents changed their service more often than once a year. Analyzing the same situation depending on gender and living environment, the study showed that women are more stable and 61.3% of them worked at the same job, in rural areas, 57,9% and in urban areas only 42, 1%. Among men, the situation is the following: from 38,7% of all respondents that have not changed their workplace, they are divided in proportion 50 to 50 depending on the living environment.

Referring to the reason of which the respondents have been released from the last job, is that most of those interviewed - 28% were released on their own initiative: 30,7% were not satisfied with the salary; 12% - as a result of personnel optimization in the enterprise and 8% - because they have started their own activities. Among them depending on the living environment most of men who resigned on their own initiative, are from urban areas - 72,7%, against 27,3% from rural areas, and depending on the criteria of wage satisfaction - men in urban area - 80% against 20% from rural area. Regarding women in the same category, in the first case we have 60% in rural and 40% in urban areas, and in the second case – 69,2% urban to 30,8% rural. On optimizing staff criteria - women 50% in the urban and 50% in rural area from respondents, and from men respondents 33% from urban area towards 67% from rural. Other criteria: start of activity on your own, individual labor contract’s expiration, change of residency, lack of perspective, closing down of the enterprise, health - percentage of respondents was very small and not so important.

All these mentioned above return us to the idea that for population the salary is one of the basic factors that motivates employees to retain on a job, or to look for another job.

Another feature is how willing are respondents to go back to the previous place of work, and if they agree, what would be the conditions to return.

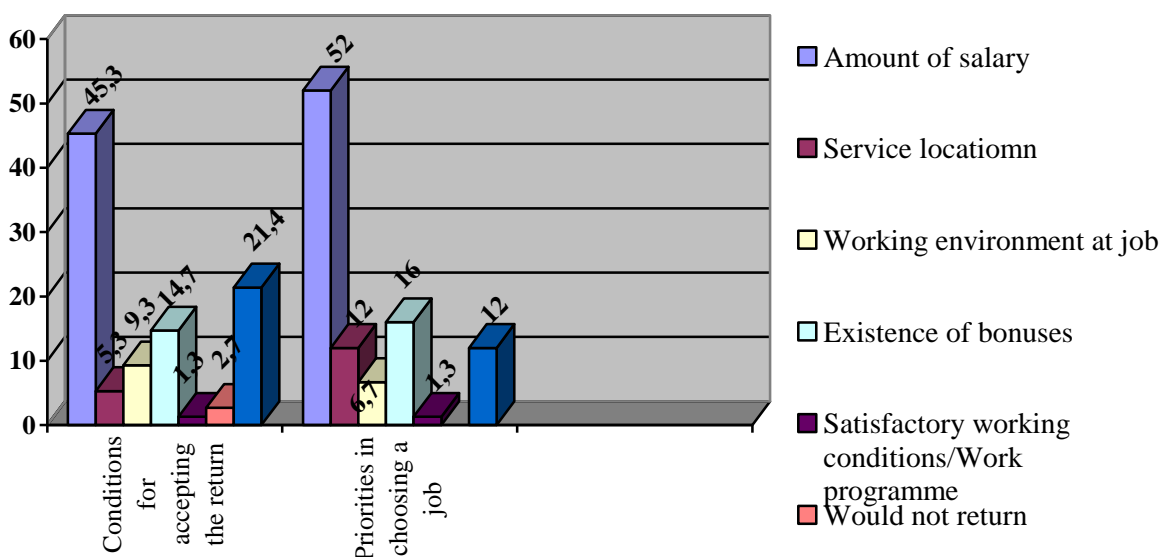


Figure 3. The distribution of respondents according to the conditions of acceptance of return to the previous place of work and choices in selecting the work, %

The source: prepared by the author based on the study conducted

Survey data indicate that from those interviewed, in the case of return to the old job -45,3% would accept if the wage would be bigger and 52% in the case of choosing a new place of job. The service location bothers 5,3% of those who can go back to the old job and 12% those seeking a new job. The working environment in the collective is important for 9,3% of the first category and 6,7% of the second category. The presence of bonuses has an important meaning for those who participated in the study – 14,7% in the first category and 16% in the second category. The work conditions or the work programme do not really bother the respondents; they agree to work in harsh conditions just to have a job. This parameter plays a role meant by the same percentage of respondents – 1,3% in both cases. There are those who would not return to the old job, being 2,7%. At the same time there is a significant category of those who cannot answer the question concerned – 21,4%, and among those from the second category we have 12% of respondents who cannot explain what would be their priorities when choosing a new job.

An important factor in the case of employment is the minimum wage they would agree to work for. For those who are looking for a job, the salary they would agree with don't differ much compared to the average gross of nominal salary which is 5084 lei and the minimum value of the existence that is 1814. Therefore none of the respondents wants a salary up to 1000 lei. They agree to work with a salary from 1001 to 2000 lei – 6,7%; from 2001 to 4000 lei - 44% of those interviewed; from 4001 to 6000 lei – 30,7%, and those who want a salary higher than 6001 lei - 18,6%, which is less than the fifth part of the respondents.

This argument is specified from the answer offered by respondents to the question: „What are the causes that you have not found a job?” to which 13,3% responded that persists a lack of jobs on the specialty that they possess, 29,3% said that there is a general lack of jobs, while 57,4% admitted that the opportunities offered by the labour market do not meet their expectations, that's why they are not willing to accept the offers.

Another feature of employment in the South region is the level of training of the respondents. Thus survey data have shown, that as the level of education is higher, the more people are willing to take steps to find a job and the category of those with higher education -47,7% of respondents, are willing to make changes, especially young women, but here it is important the period of searching a job.

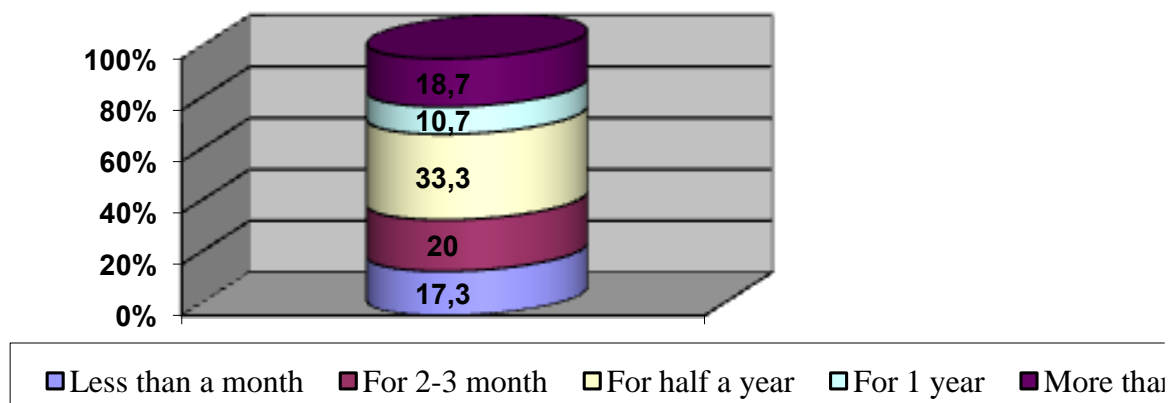


Figure 4: The interval of time when the respondents seek employment, %

The source: prepared by the author based on the study conducted

According to the survey most of the respondents seek a stable place of work within a period of less than half a year, i.e. around 70,6%, which is a very important indicator. On the other hand respondents who seek a job more than a year are about the fifth part – 18,7%, a very high percentage. But it should not be confused, the period in which they are looking for a job and the one they are out of work –differs greatly. According to the data that the respondents claimed with respect to the period that they are unemployed, then 62,7% of them are unemployed for less than one year, 12% for a year, 9,3% for two years and 16% for more than two years. From these data it is noticed that unemployed persons are not seeking jobs throughout the period when they are unemployed and this can be explained by the following:

- during the period of registration at the Territorial Labor Office (TLO) as an unemployed person, he/she did not have reasonable ground for looking for a job, because during this period he/she had financial resources;
- persons who are in the process of searching for a job are doing some tests, but it does not mean that they are in a permanent search, i.e. they pass on a few firms where they leave their CVs, at the same time they visit the Labor Office, after which he/she waits a period for a response, then if there is no an affirmative answer, they make again an attempt and the cycle repeats.

A fairly important aspect of the study is how respondents appreciate the activity of the Territorial Labor Offices and the involvement of the State in fighting unemployment.

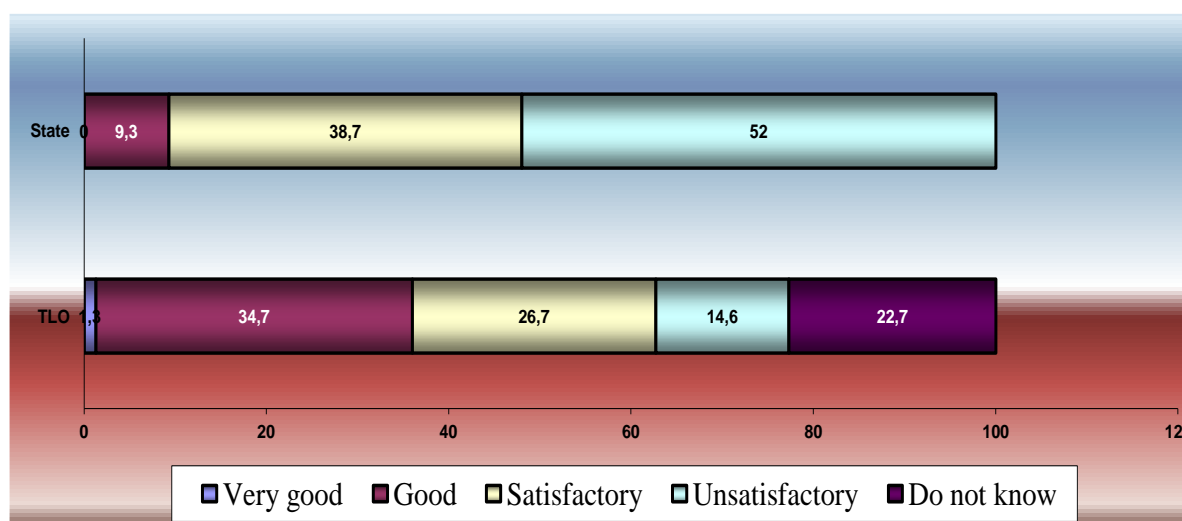


Figure 5: The assessment of the policy in fighting unemployment implemented by TLOs and the State, %

The source: prepared by the author based on the study conducted

Analyzing data from the survey it is observed a difference of appreciation by the respondents of the policies implemented to fight unemployment by TLO and State. If the policies implemented in this area by TLOs are rated very well by 1,3% of respondents, then the State has accumulated 0%. With good rating it is appreciated by 9,3% of respondents for State and with 34,7% - for TLOs. The policy in rated satisfactory by 38,7% for the State and 26,7% for TLOs. Unsatisfactory policy

implemented consider 52% of respondents for the State and only 14,6% for TLOs. Respectively 22,7% of respondents do not know how to appreciate the policy implemented in fighting unemployment by TLOs.

This is explained by the fact that most of the policies implemented by TLOs are perceived separately from the State policies. Population believes that TLOs are independent institutions, to which they can appeal.

5. Conclusions

Based on the analysis of results of sociological research relating to employment in the Southern region of the Republic of Moldova, the following conclusions can be drawn:

- **the size of the salary is the basic criterion in choosing a job.** According to survey data it appears that the main criterion which underlies the commitment is salary. Even if we see that the requirements in this area are not too high, most of them are available to those who work for a salary of 4000-6000 lei, but employers cannot always afford this amount. If we take into account that the salary is an engine development for a sector or another, then we understand that at this point there are reserves not only from the businesses or employers, but also from the State, which must take urgent measures to improve the situation.
- **opportunities for employment of the able-bodied population in the Southern region are very limited.** In the Southern Region, there is a very small number of large companies with foreign capital. In some areas, the large companies with foreign capital, able to penetrate the European markets and be competitive, have disappeared at all. There are mainly small businesses and usually in sectors such as services, trade, transport, etc. but they cannot provide jobs to a large number of people able to work. Currently, job offers can be found more in the service sector, in some companies that are deconcentrated in the territory, and the state-owned enterprises that often provide inadequate working conditions to the job seekers' expectations.
- **the population of the Southern region is very conservative in terms of changing the workplace, because of the fear of running out of a job.** If we take a look at the data from the survey, it appears that approximately 70% of the interviewed - worked in one area of the economy and of whom more than 60% have worked at the same service throughout the period in which he/she served until becoming unemployed. This situation should not be seen that those interviewed had no desire to change anything or did not have the capacity to perform another job, but rather the fear of losing the job and remaining without sources of existence. Significant changes are observed in the economic sectors in Southern region of the Republic of Moldova and a shortage of jobs in all areas of activity. If until the mid 90s of the 20th century in this region there were many enterprises engaged in the processing of agricultural production, production of building materials and services in the agricultural sector, currently all these enterprises have been restructured or disposed of, industry of producing building materials does no longer exists, and the processing of agricultural production too, the main areas where the population has more certainty to find a job are state-owned enterprises.
- **there is an exchange of priorities in the sectors of the Southern region economy.** According to the survey data, one can notice that the service delivery becomes the basic

sector of the economy of the analyzed region, followed by the trade and the transport, while the agriculture is significantly losing its position. This is explained by the fact that the provision of services has become a very prosperous sector which has been developing very intensively lately by offering higher wages. The entrepreneurs are developing this sector because even if there are significant investments made, the financial means can be recovered, which is not specific to agriculture that requires major investments and does not ensure their recovery in the near future.

- **the unemployment becomes a problem for the region.** Whatever is being said, it is noticed that the unemployment is a very acute problem that creates issues in all sectors of the national economy at the regional level. This can be seen from the answers of the interviewed people. An able-bodied person who cannot find a job for a longer period of time becomes a problem for the whole society. Hence, the unemployment benefits and the material aids increase, the taxes decrease and many other problems that seem to have nothing to do with the unemployment have to be faced. Other consequences are the worsening of criminogenic situation, the appearance of illegal economic activity, the increase of corruption, the increase in the number of sick people and the appearance of many other social problems that are generated by unemployment. By solving these problems at the regional level, a multitude of problems in different sectors of social life are resolved at the national level.

The results of the study demonstrate that it's very easy to shift from the category of employed to unemployed person. Unemployment is a process that has an impact on the entire society at all levels. Only joint efforts of the State, TLOs and employers, even of the persons concerned may solve these problems.

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Rezumat

Lucrarea conține rezultatele cercetării în baza studiului sociologic efectuat în Regiunea de Sud a Republicii Moldova privind ocuparea forței de muncă. Acest studiu are drept scop determinarea problemelor cu care se confruntă populația activă a regiunii care la moment nu dispune de un loc stabil de muncă, dar este în căutare.

Studiind problema ocupării forței de muncă la nivel regional se rezolvă și o multitudine de probleme din diferite sectoare ale vieții sociale la nivel național.

Rezultatele studiului ne demonstrează că e foarte ușor din categoria persoanelor ocupate să devii persoană neocupată. Șomajul este un proces care afectează întreaga societate la toate nivelele. Numai cu eforturile comune ale statului, Oficiului Forței de Muncă, angajatorilor și persoanelor în cauză poate fi soluționată această problemă.

Cuvinte-cheie: populație activă, populație ocupată, șomaj, regiune, locuri de muncă.

Аннотация

В статье представлены результаты исследований на основе социологических исследований, проведенных на юге Молдовы по вопросам занятости. Это исследование направлено на оценку проблем, с которыми сталкивается работающее население региона, которое в настоящее время не имеет стабильное место работы, но находится в поиске.

Изучение проблемы занятости на региональном уровне, позволяет решить множество проблем в различных сферах общественной жизни на национальном уровне.

Результаты исследования показывают, что очень легко перейти из категории работающих в категорию безработных. Безработица представляет собой процесс, который влияет на все общество на всех уровнях. Только совместными усилиями государства, агентства занятости, работодателей и самих заинтересованных лиц можно решить эту проблему.

Ключевые слова: активное население, занятое население, безработица, регион, рабочие места.

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