

ASPECTS REGARDING THE IMPLEMENTATION OF THE ACTIVE MEASURES OF INCREASING LABOUR EMPLOYMENT IN THE DISTRICT OF HUNEDOARA

ALINA FLEȘER, OANA DOBRE-BARON *

ABSTRACT: *nowadays, unemployment still is a threatening as a result of the quantitative and qualitative lack of balance between labour demand and offer. Under such circumstances, a very important part is played by the implementation of certain active measures with a view of increasing the degree of labour employment and of diminishing the real unemployment rate.*

KEY WORDS: *unemployment, labour employment, active employment measures*

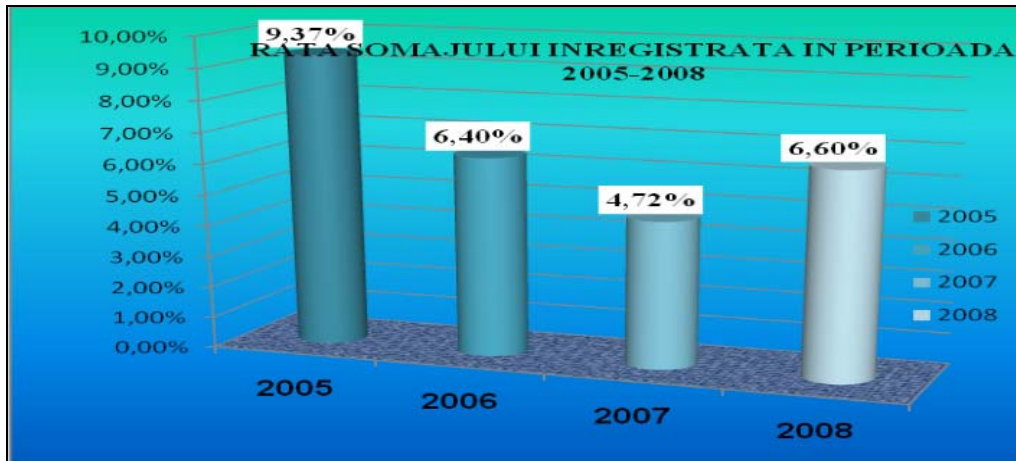
The restructuring of the Romanian social and economic system according to the demands of market economy has determined deep and important changes at the level of the labour market among which unemployment as a mass phenomenon. One can notice at the level of the whole country, as analyses have emphasized, unemployment connected problems that register high percents especially within the mining and mono-industrial areas (this being the case of the district of Hunedoara) as well as highly trained labour emigration.

Beginning with 1997, in the district of Hunedoara a dramatic increase of unemployment rate has been registered (during the time it has witnessed an oscillating evolution); such a fact is mainly due to the dismissals that took place in the mining industry. During the analyzed period (2005-2008), the following evolution of unemployment rate and of the number of unemployed persons has been registered in the district of Hunedoara (figure 1 and 2).

Under such circumstances, one of the most important objectives of Romania's social and economic policies is the guaranteeing of a job and the providing of a decent living standard either owing to a person's direct labour or provided through social protection and assistance (that should play an important part in diminishing unemployment's effects upon less favoured population). At the same time, in order to

* Lecturer, Ph.D., University of Petroșani, Romania, alina_flesher@yahoo.com
Lecturer, Ph.D., University of Petroșani, Romania, oanabaron@yahoo.com

increase the degree of labour employment it is essential to implement realistic active measures.



Source: AJOFM, Hunedoara

Figure 1. The evolution of unemployment rate during 2005-2008

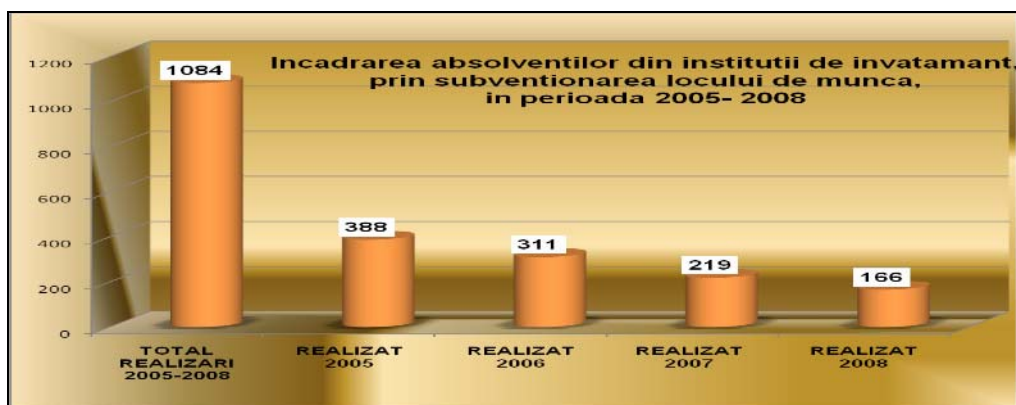


Source: AJOFM, Hunedoara

Figure 2. The evolution of the number of unemployed persons during 2005-2008

At present, one can identify a series of services on Romania's labour market as well as on that of the district of Hunedoara:

Financial services - that include the payment of certain money indemnifications (unemployment aid, professional integration aid, support allocation, social aid), credits given under advantageous terms to small and medium size companies (IMM) or subsidies given to those companies that hire graduates.

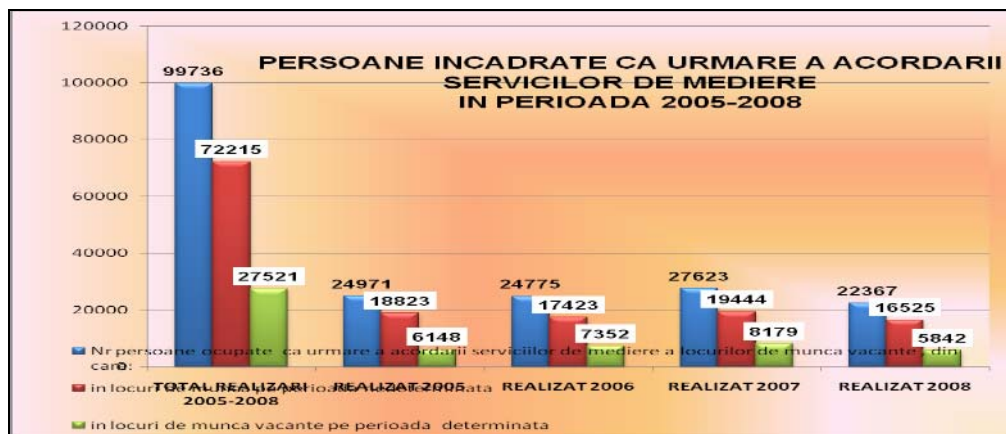


Source: AJOFM Hunedoara

Figure 3. The employment of graduates of educational institutions by employment through subvention during 2005-2008

Labour intermediating services - that include activities of labour mediation, counselling services regarding professional career, and business consultancy services. *Labour mediation* is a complex of activities owing to which they try to correlate demand and offer on labour market; it has as a final objective the employment of available persons and the occupancy of vacant jobs. The meeting between labour demand and offer should occur under certain terms capable of contenting both parts and of determining a durable professional relation [4].

In the district of Hunedoara, the following data have been registered as a result of giving mediation services during the analyzed period:



Source: AJOFM, Hunedoara

Figure 4. Employed persons as a result of giving mediation services during 2005-2008

Business consultancy, as a professional service, has as main objectives the following ones: cultivation of entrepreneurial spirit, entrepreneurial education addressed to a large number of persons apt or willing to create their own company,

stimulation of creativity, flexibility, and power of work of private entrepreneurs. We consider that the foundation of certain business consultancy centres with a view of explicitly implementing active measures capable of fighting against unemployment is a logic and welcomed measure especially under the present conditions in our country. The better organized and administrated such a centre the most positive the effects of its activity in the area it operates.

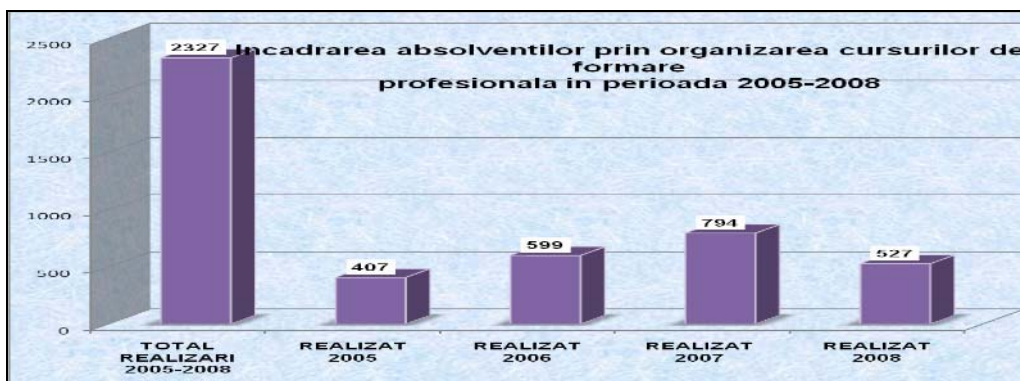
Information services - for those who require them and for the jobs suppliers. As one can notice in the below figure, the degree of employment due to the activities of information and professional counselling have witnessed an ascending trend.



Source: AJOFM, Hunedoara

Figure 5. The degree of employment due to the activities of information and professional counselling during 2005-2008

Training services - that include activities of professional training organized by specialized units (schools, universities, requalification and professional improvement centers).

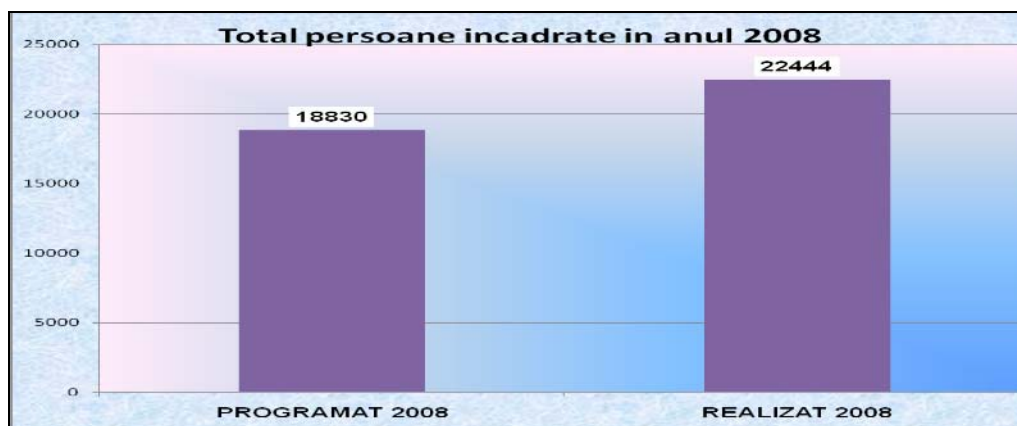


Source: AJOFM, Hunedoara

Figure 6. Employed persons as a result of organizing professional training courses during 2005-2008

In Hunedoara, during the period 2005-2008, the organization of professional training courses covering various jobs demanded by labour market had as a result the employment of 2,327 persons.

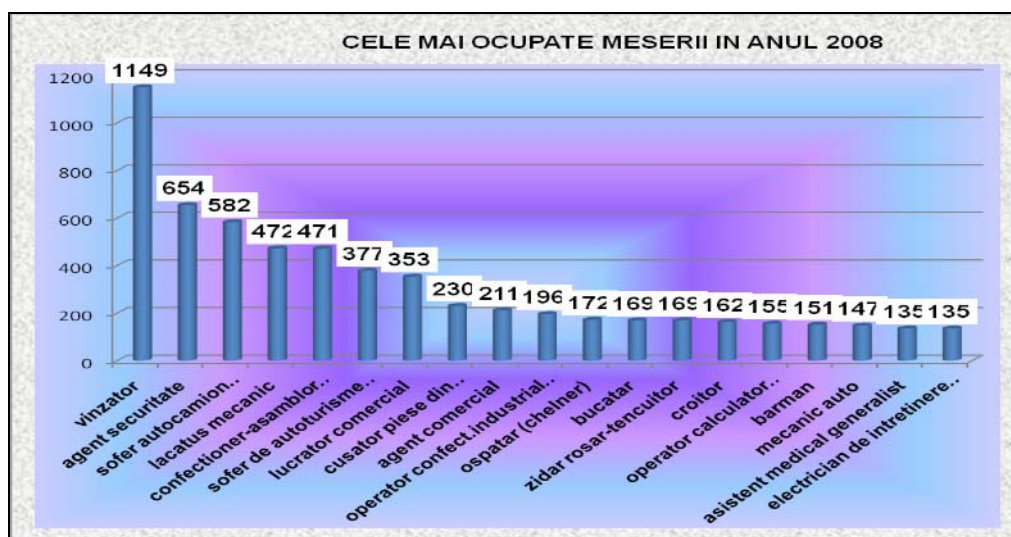
At present, through implementing various active measures of increasing employment, at the level of the district of Hunedoara, the total number of employed persons is 22,444.



Source: AJOFM, Hunedoara

Figure 7. The total number of employed persons in 2008

As regard the most demanded jobs, the structure during 2008, in the district of Hunedoara, is displayed as follows:



Source: AJOFM, Hunedoara

Figure 8. The most demanded jobs in 2008

Accordingly, in order to be part of the general trend of increasing employment and decreasing unemployment rate, *the main objectives of the Labour Employment District Agency of Hunedoara in 2008 were the following ones:*

- employing an increased number of persons who looked for a job in those vacant jobs offered by employees;
- implementing active and preventive measures for unemployed persons, inactive persons as well as for those persons who risk losing their jobs;
- diminishing long term unemployment through offering young persons occupational alternatives earlier than 6 months from their registration date and 12 months in case of adults, owing to professional training, reconversion, jobs offers or other employment measures (including the providing of professional orientation);
- increasing the active life of persons over 50 through including them in the area of active measures as priorities;
- supporting the employment of those persons belonging to the marginal area of labour market owing to active measures and providing other specific form of support;
- stimulating professional training through establishing a minimum rate of unemployed persons' participation to professional training courses (looking for a balanced representation according to the incoming environment of the unemployed persons: urban/rural, level of studies and age);
- intensifying the professional training of those persons who look for a job and reside in the countryside;
- supporting the employees with a view of hiring unemployed persons;
- fighting against local disparities regarding employment.

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