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*The objective of the paper is to underline the changes in occupational system in Romania, to present an empirical situation on occupied population on groups of occupations, revealing the importance of services sector. Based on this analyze, the study tries to offer possible solutions and strategies evolutions of occupational system.*

*Key words: occupations, occupational system, economy activities, services*

*JEL Code: J21, J23, J44, L80*

### **Introduction**

In last couple of years there have been created jobs in financial services sector but we must take into account that a crisis (such as the present one) or the maturation of financial system may conduct to a diminution of working places in this domain. The theoreticians comment the fact that economies based on services present inequalities being gave the dichotomies that have been developed regarding the production and services sectors and regarding the knowledge intensive services and labour intensive ones. Researchers demonstrated that employment in service sector and the dimension of financial sector have great impact on metropolitan areas. Dichotomies<sup>258</sup> at services and commerce economy level generate high incomes when it is about superior echelons, especially from knowledge intensive services and those from production industry.

### **1. The implications of transfer from industry to services**

Services sector can contribute in significant way to equilibration of labour force in conditions in which will be taking into account all implied factors in restructuring the economy. Labour force potential must be used without exaggerate in attempt to develop occupational structure because loss of effectiveness can take place. If society willingness for allocating financial resources in activities such as education, culture, health would be greater, their potential of creating new jobs would be rend profitable.

The existence of a young labour force in the services sector may be an advantage, this being more inclined in accepting of new occupations, new occupation forms and labour organization. The transfer of the labour force from industry towards services it is recommended to be done starting from the strategy that will be relatively adapted to the roll that the industry will have as part of the economic complex. The studies published in a series of developed countries shows that, under the impact of the new technologies, the weight of population occupied in the industry could diminish (over 10% of the occupied population), outgoing labour force being absorbed by the 3<sup>rd</sup> sector<sup>259</sup>. Although knowing these implications, the main evolutions of the occupational system

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258 Moller Stephanie, Rubin Beth A., The contours of stratification in service-oriented economies, Social Science Research Journal, vol. 37, nr. 4, 2008

259 Petrescu Barbu Gh., Ocuparea forței de muncă în servicii, Raporturi de muncă (journal edited by Tribuna Economică), nr.10, pag. 19-24, 2007

in latest years indicate trends that are contrary to European's and worldwide, problems in allocating the labour force, which leads to a slow rhythm in developing the society of knowledge.

- the important reduction of labour force from the group of qualified workers, especially in branches with growth of work productivity potential and with value added;
- the group of specialists with intellectual occupations grew especially in nonproductive branches;
- the diminishing of employed population in the sector of agriculture has taken place due the fall of high-qualified labour force, fact that does not contribute to the modernization of this economic activity.

Regarding associated competences with changes in the work content, these are the usage of computer, solving occurred problems, resource management, and communication. Trans-competences<sup>260</sup> like computer usage and the knowledge of a foreign language (particularly English) are and remain the most important. Behalf of this, due the extension of private sector and rapid changes generated by reorganization in some sectors and of extension/development activities, the channeling towards profit and "orientation towards the client" services in others sectors have made that some competences like solving problems, communication and resource management (especially time management) to become more and more valued to the level of all competences.

## **2. The analyze of occupational system in Romania**

According the National Institute of Statistic, in Romania, in IV 2007 quarter, the vacant workplaces rate was 1.82%, falling with 0.35 percent points compared to last quarter, but growing with 0.22 percent points compared cu IV 2006 quarter. The largest offer of workplaces was recorded in captivities from public administration (6.31%) and in sanitary and social assistance (5.63%). On the other side, with the smallest values of vacant workplaces rate, were found activities from extractive industry (0.31%) and electrical energy, thermal, gas and water (0.43%). Major groups of occupations for that, employers presented the largest offer of workplaces were those of specialists with intellectual and scientific occupations (2.95%), technicians, masters and related (1.88%). The most reduced disponibility of jobs was found in the occupations of legislator, high functionary and leaders (1.19%) and of agriculture and qualified workers in agriculture, silviculture and fishing (1.40%)<sup>261</sup>.

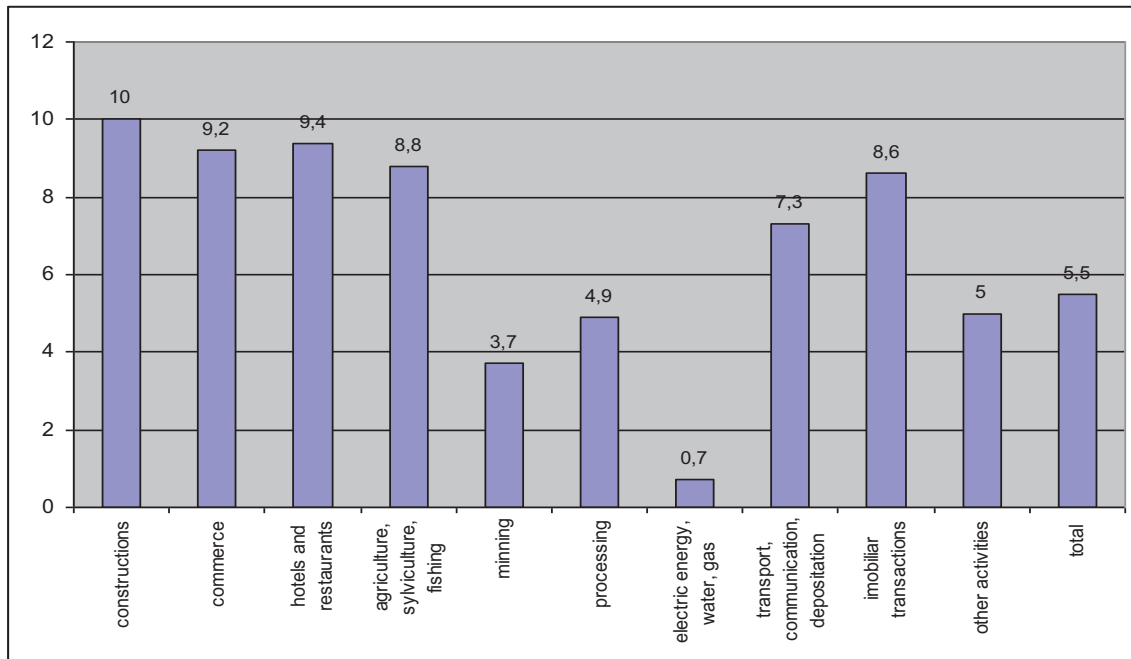
A survey made with the help of Ministry of Labour, Social solidarity and Family at level of some representative firms from Romania, shows that in 2005 the enterprises in which there have been created new jobs activated in constructions and services. These activities of national economy present the greatest differences between employed labour force and the outgoing one. These are the sectors whit the greatest economic development potential. In case of some occupations, which imply high level of education or qualification, there were the greatest fluctuations. It is about occupations such as unqualified workers, manufacturers, etc. of whom instability of job is been gave by wage insatisfaction in most of the cases. The percentage of job creation, used below is defined as the proportion between number of new jobs created in 2005 and the number of employed people at the end of 2005 and shows the situation from Romania regarding the national economy activities. By sectors, the higher percentage of creation of new jobs was registered in constructions (10% - almost double compared with an average of 5,5% at national level), hotels and restaurants (9,4% compared with national average of 5,5%) – both sectors containing in great measure seasonal activities – and commerce (9,2% compared with national average 5,5%). The lowest creation job percentages were in electric energy, gas, and water (0,7%) and mining (3,7%) (Figure 1). Last of them have are activities which have little rate of change and of development in the last 5 years, also.

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260 Pîrciog Speranța, Ciucă Vasilica, *Evoluția ocupațiilor pe piața forței de muncă din România*, Bucharest, 2006

261 Labour force employment, Statistic National Institute, 2008

Figure 1: The creation of new job percentages, on economy activities in 2005 (%)



Source: *Pîrciog Speranța, Ciucă Vasilica, Evoluția ocupațiilor pe piața forței de muncă din România, Bucharest, 2006*

Analyzing the most recent data from Romanian Statistics National Institute, it can be observed that in the first trimester of 2008 the greatest rates in total of occupied population were held by agriculture qualified workers and (23,3%) and by handicraftsman (16,6%). This situation present in the same time the main groups of occupation, official structured by Romanian statistic system. From the point of view is difficult to identify commercial occupations because these can be found in any of these official groups of occupations (Table 1).

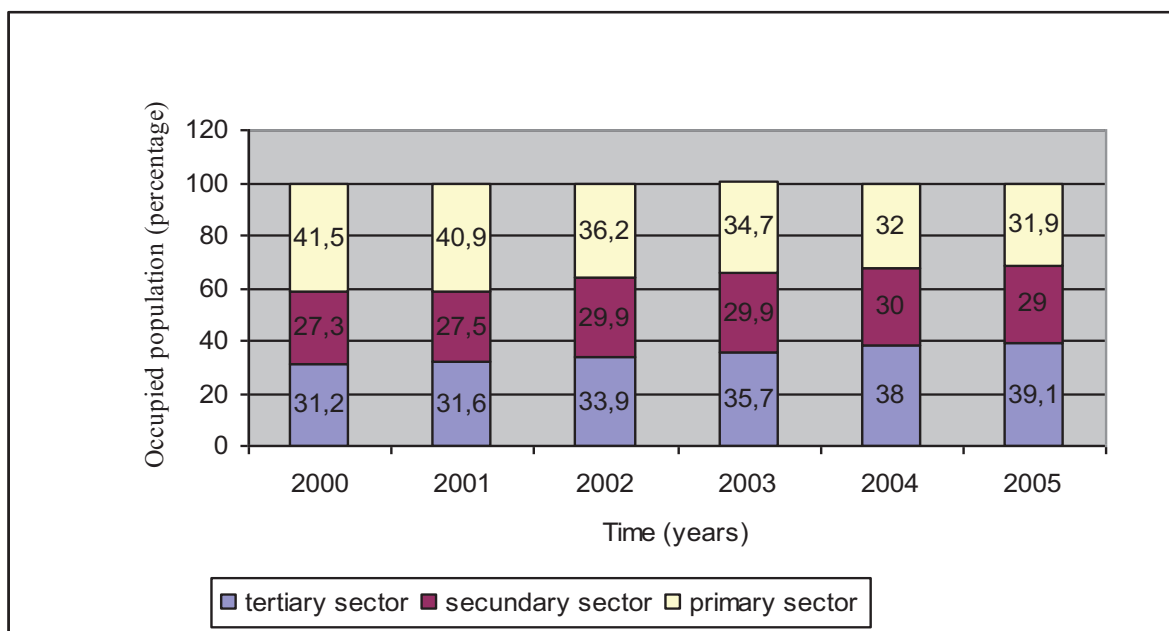
Table 1: The distribution of occupied population on occupational groups, in the first trimester of 2008

Occupied population ( <i>thousands persons</i> )	Total
	9119
	% in total population
Managers and superior civil servants in public administration and in socio-economic unities	2,7
Specialists with intelectual and scientific occupations	10,1
Engineers, technicians and related	9,4
Administration servants	4,8
Operational employees in services, commerce and related	10,1
Agriculture workers and qualified employees in agriculture, sylviculture and fishing	23,3
Handicraftsmen and qualified employees in artisanal work	16,6
Other categories of occupations	23,0

Source: *Labour force employment, Statistic National Institute, 2008*

Complementary, for understanding in a better way the occupational structure from Romania it is necessary to present the results regarding the evolution of employed population in Romania by main activity sectors of national economy. Based on the analysis of data from Statistic Year Book it can be said that the evolution of occupied people in services between 2000 and 2005 was characterized by a slight rising from 31% in 2000 to 39% in 2005 (Figure 3). This increase represents an improvement of Romania situation. It is essential for any country that tries to develop, to have an important qualified labour force in services.

Figure 2: The evolution of occupied population structure in Romania in main sectors of activity of national economy in 2000-2005



Source: Data from Statistic Year Book of Romania, 2006

Well-trained personnel are essential both for the possibility of develop innovations and for adapting, to organizations needs the potential innovations from external sources. If we analyze the evolution of GDP structure is clear that in our country services have a great contribution but this is the image that described developing countries starting with 1980. Romania reached this step only now because the lack of assimilation of technological progress, but the trend is a good one, taking into account that in 2005 the contribution of services in GDP was of 49,4% comparatively with 46,3% in 2000<sup>262</sup>. The growth was not an extraordinary one because is known that in Romania, the elasticity for final services is a considerable one and the demand for services depends on income per person.

### Conclusions

Adapting and growing the capacity of education system and professional formation are necessary for improve the relevance of these in context of labour force, of sensitiveness of these to necessity of an economy and society based on knowledge as well as of those of efficiency. Communication and information technology may be used for improve the access to education, adjusting in a satisfying way to employees and employers needs. It is necessary also a greater mobility having as aim the employment and learning in order to permit the access to hiring

<sup>262</sup> Statistic Year Book of Romania, 2006

opportunities in EU especially. It should disappear the last barriers for mobility on European labour force, first those regarding to recognition and transparence of qualifications and competencies. The flexibility and security on labour force became very important in this way. Legislation and institutional reforms achieved in the field of professional formation in the last years and allocation of greater funds for education and professional forming shows the interest that Romania gives of national development strategy for continuous learning, in context of European Union.

It must be taking into account a strategy regarding different economic national activities at macroeconomic level. We can speak about the development of services sector only giving the necessary importance to productive one. The fact that financial services in Romania needed an important number of personnel with superior studies had as consequence the employment of young graduates of universities. The existence of a category formed by young people can be an advantage but also an obstacle. The youth present a greater mobility and can accept new forms on occupations and organization of work. As a result, it is imposing multiplying the correlations between economic activities, in such a way that the vulnerability of economic system, caused by overestimation of a single sector to be eliminated, regarding the creation of jobs.

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