Rešenja za nadoknadu efekata mobilnosti radne snage u industrijskim preduzećima u Rumuniji

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Apstrakt: Emigracija među mladima ima posledice na ekonomsko okruženje. Unutrašnja mobilnost stvara neravnoteže u potencijalu ljudskih resursa. Međunarodna mobilnost dovodi do smanjenja nacionalnog i regionalnog potencijala rada i naglašavanja deficita u pojedinim oblastima delovanja. Izlazni tokovi ljudskih resursa pokazuju bolji nivo kompetencija u oblastima potrebnim za buduće tržište rada. Pored toga, u poslednjih nekoliko godina došlo je do povećanja međunarodne mobilnosti. Na sve ove izazove koji dolaze iz oblasti ljudskih resursa, rumunska preduzeća treba da pronacdu rešenja, kako bi osigurali rast ili, u nekim slučajevima, pad. Perspektive za njihov razvoj zasnovane su na balansiranoj i korelirani upotrebi ljudskog faktora i kapitala. Opšti kontekst, određivanje posledica mobilnosti radne snage na industrijskim preduzećima i identifikacija rešenja koja mogu da preduzmu u različito vreme su predmet istraživanja.

Ključne reči: mobilnost radne snage, posledice, rešenja, industrijska preduzeća

Solutions to Compensate the Effects of Labour Mobility in the Field of Industrial Enterprises in Romania

Abstract: Emigration among young people has consequences on the economic environment. Internal mobility generates imbalances in the potential of human resources. International mobility leads to the reduction of national and regional labour potential and the accentuation of deficits in certain areas of activity. Output flows of human resources show a better level of competence in areas required on the future labour market. In addition, there has been an increase in international mobility in recent years. To all these challenges coming from the human resources area, Romanian businesses need to find solutions, to ensure growth or, in some cases, downfall. The prospects for their development are based on a balanced and correlated use of the human factor and capital. The general context, the determination of the labour mobility consequences on the industrial enterprises and the identification of the solutions they can take, at different times, are the subject of the research.

Keywords: labour mobility, consequences, solutions, industrial enterprises

1. Introduction

The study presents a synthesis of more researches, concerning the impact of mobility of human resources upon the industrial companies of Romania. The researches were broken down investigating private companies and public companies. The identified solutions, depending on their provenance and term of application, were grouped in domestic and external, respectively for short, medium and long term.

In Romania the situation of the persons affected by poverty was improved and the number of the persons having a precarious material state was significantly diminished in the last years. The level of poverty of Romania remains among the highest in the European Union. The results in the fields of education and of health care remain unsatisfying, especially for the categories most affected by poverty. The situation of the labour force continues to improve, presenting at the same time some structural issues (European Commission, 2016). The quota of employment of the labour force increased in the last years, but there are significant differences in comparison with the European Union and the national objectives (European Commission, 2017). Taking into consideration all the mentioned aspects, Romania is still facing a negative demographic evolution determined by the aging population and the emigration. There are major social and economic differences between urban areas and those of the

urban periphery, between urban and rural areas. The differences in those concerning the access to the medical assistance and education, contribute to maintaining these inequities. The migration of labour force, from a sector to another, inside the borders of the state, brings a lot of challenges. As the economy has been transformed, the manual workplaces requiring low level of qualification such as those in agriculture and industry are lost and new labour places are created in the field of services and in public sector. Also, based on a sustained economic rise, it is noticed as re-launching of the civil engineering industry (re-launching of civil engineering industry can be noticed). Also it is expected that the services to create new labour places in the next years (It is also expected that new workplaces emerge in the service industry in the years to come). (Table 1).

The difficulties to face with for recruiting and keeping the employees having a high qualification, in the sectors having a fast growing, represent an issue for the economic growth. There are deficits of competences, especially in the Technology of Information and Communication sector, but also among the professionals in health, education and in the field of services. The professions and trades qualified in industry, trade, transport and distribution are affected by a deficit of labour force. The poor results obtained in the educational system, professional training and lifelong learning, the non-attractive labour conditions and the high level of wages for those working abroad contribute to the deficit of labour force. The domestic mobility of the labour force, which might balance some deficits of competences, remains limited (Manpower Group, 2015).

2. Solutions in the field of industrial enterprises in Romania

2.1. Increasing resource efficiency

The increase of the investments in utilization of the human, material and financial resources can provide the maintenance of the costs of production at a low level, improving like this the competitiveness and the perspectives of economic growth. At national level the energetic efficiency is going to be improved, but the progresses appear slowly. The gradual deregulation of the prices of the natural gas for the natural persons and legal entities was finalized in 2015. Romania is not entirely integrated into the energetic market

Table 1: Distribution of the active population by sectors of activity in 2012-2016 (thousands of persons)

Activity	2012	2013	2014	2015	2016
Agriculture, forestry and fishing	2556,7	2500,8	2441,9	2183,8	1951,9
Industry (except construction)	1789,5	1788,3	1852,0	1792,8	1846,2
Construction	637,7	629,8	639,8	636,3	678,4
Wholesale and retail trade, transport, accommodation and food service activities	1670,9	1688,3	1724,8	1810,3	1854,5
Information and communication	146,5	144,6	147,6	172,8	168,3
Financial and insurance activities	126,9	117,4	112,5	104,8	110,9
Real estate activities	14,7	18,1	20,8	22,0	18,1
Professional, scientific and technical activities; administrative and support service activities	307,6	338,6	377,0	389,6	402,5
Public administration, defense, education, human health and social work activities	1140,1	1102,7	1071,3	1184,6	1170,0
Arts, entertainment and recreation; other service activities; activities of household and extra-territorial organizations and bodies	214,3	220,6	226,1	238,3	248,0
Total	8605,1	8549,1	8613,7	8535,4	8448,8

Source: (European Commission, 2018)

of the European Union. In 2017, the capacity of interconnection for the electric energy was under the objective of 10% established for 2020 (European Commission, 2017). The modernization of the domestic lines and of the old assets of the network is very slow. In order to achieve this objective,

Romania has to implement new projects of common interest and to modernize the domestic lines. The economy is not efficient from the point of view of utilization of resources, being classified well below the average of the European Union, with effects upon the competitiveness and upon the long lasting development. The recycling rate is one of the lowest in the European Union (5%) while the rate of storage of wastes is one of the highest (82% in 2013) (European Commission, 2018). The reform of the system of administration of the waste suffers important delays. There is no efficient legal and economic frame for recycling waste.

2.2. The utilization of the non-exploited labour force

Based on the general context described in introduction, for the stimulation of the economic growth of the industrial companies, it is essential to exploit the unused potential of the labour force. The diminished levels of the unemployment are accompanied by one of the highest rate of inactivity of the population able to work in the European Union. The employment of the labour force and the rates of activity of the women, of the persons having low level of qualification, of the youth, of the handicapped persons are under the average of the European Union. The proportion of the youth which is not framed from professional point of view and does not attend an educational or training program (NEET meaning not in education, employment or training) remain at a high level (Figure 1).

Figure 1: Young people aged 15-24 neither in employment nor in education and training (NEET) (%)

Source: (European Commission, 2018)

This situation was getting worse in the last years, being determined by the increase of the rate of those leaving school early. Two thirds of the youth belonging to NEET remain inactive and among them there is a relatively high percentage of youth and women living in rural areas. Since 2016, all the youth of NEET are the beneficiaries of subventions for obtaining a workplace. Actually the warranty for the youth is partially available to the youth of NEET (European Commission, 2018). The participation of the women in labour market remains at a low level. The rate of employment of women has not improved since 2008 and remains under the average of the European Union. The main causes are: the lack of some structures for childcare, or the facilities for long-term care and childcare after school. In 2016 some measures were adopted to improve active participation on the market of labour force. The financial stimulus was increased to cover displacement and the expenses for the transport, in order to improve domestic mobility of the labour force. New measures to encourage the coming back of the Romanians from abroad were launched with the financial support from the European Union but the results have been very poor.

2.3 Recruiting the labour force in the rural areas

The disparities between the urban areas and the rural ones prevent the economic and social development. Over 45% of the population lives in rural areas, which remain a lot behind the urban ones in those concerning diminishing poverty, the employment of the labour force, education, the access to the services and infrastructure (European Centre for the Development of Vocational Training, 2016).

The differences between the urban and rural area, represent a hindrance for the economic growth and for the convergence of the incomes. A solution for the industrial companies can be recruiting staff from rural areas. In 2016 comprehensible set of measures were adopted for the improvement of the level of being, for the stimulation of the productivity and for the diversification of the economy. Among them there are: modernizing and restructurinsmall farms, setting up of non-agricultural small and mid-sized companies in rural areas, investments in rural infrastructure, including in the social and educational infrastructure. Applying successfully these measures will depend upon the capacity to direct and absorb, in an efficient manner, the available funds of the European Union.

2.4 The correlation with the dynamic of the professional and technical education

The unequal offer of quality education affects the potential of the human capital. The poor results of the basic competences, the increased and growing rate of early school leavers and low rate of graduates do not cover the increased need of qualified persons and the situation is aggravated by the persistent flux of emigration. In Romania the level of public expenses for education is among the lowest in the European Union. If this situation continues, these factors will continue to undermine the potential of the human capital and the economic growth (European Centre for the Development of Vocational Training, 2016).

The access to the quality education is limited in the rural areas. The schools of the rural areas- where almost half of the pupils of the primary and inferior secondary school are learning - have poor results in comparison with those of the urban area. The growing rate of the persons which leave school earlier represents a problem. In 2015 the percentage of the persons which left school earlier was 19.1%, the third highest of the European Union, being at a very high level in rural areas. This trend is determined by poverty and by an insufficient offer of education (Figure 2).

The quality and the relevance of the academic education on the labour market continue to be a challenge. The rate of graduation of the academic education is one of the lowest of the European Union (25.6% in 2015 in comparison with 38.7% in the European Union) and it is less probable to be improved significantly due to the low rate of g seconraduates from secondary school (68.1% in 2016) and to the high level of rate of those leaving school early (European commission, 2016).

Figure 2: Graduates in tertiary education, in science, math., computing, engineering, manufacturing, construction per 1000 of population aged 20-29

Source: (European Commission, 2018)

The progresses registered in the field of professional and technical education (VET= Vocational Educational Training) are insufficient to answer all the needs of labour market. Recently methods of education of dual type have been initiated, in order to sustain the reform of the system of professional and technical education by offering fiscal stimulus to private companies which supply courses for pupils training. A strategy has been adopted for the professional and technical education and there has been a reform of the apprenticeship system. In spite of all these, the qualification and the school program of the professional and technical education continue to be insufficiently adjusted to the requirements of the labour market. The participation in life-long education is one of the lowest of the European Union. There is a national strategy for the remediation of the deficiencies of the systems of professional and technical education, of life-long learning, but putting into application is slow.

2.5 The dynamic of the public sector wages

In the last years the increases of the wages of public sector were more volatile in comparison with the private sector. The periods of diminishing and stagnation of the wages paid in the public sector were followed by rapid increases of the wages. Beginning with 2010 the wages of the public sector increased more rapidly, in comparison with those of the private sector. The increasing of the wages was determined also by the important increases of the minimum wage (Figure 3).

The unpredictable changes brought to the policy of wages of the public sector might cause a deviation from the economic fundamentals of the evolution of wages at the level of the entire economy. A higher degree of predictability in the process of establishing the wages of the public sector and of the level of the minimum wage, might be useful in order to avoid the negative effects upon the competitiveness. The exports of the industrial companies are strongly affected by the evolution of the costs of labour force and by the dynamic of the rate of change. The increases of the minimum wage continue to be adopted without applying some objective criteria. The ad-hoc increases of the minimum wage increased in a significant manner the percentage of the workers paid with the minimum level of the wage and led to a strong concentration in the lowest part of the distribution of the wages (Government of Romania, 2017). These increases are not grounded on objective criteria.

Although they have an important role in economy, public companies do not have a financial base as solid as that of the private sector. They are dominating the key sectors as energy and railway transport, which are essential for a reliable economic growth. In spite of all these, public companies have a higher degree of indebtedness and a lower return in comparison with the companies of the private sector. The arrears to the state, to some other public companies and to the private suppliers are a generalized problem and represents contingent liabilities.

A legislation concerning the improvement of the corporative governance has been adopted. The law in case and the afferent methodological norms observe the international practice concerning the providing of the transparency of the process of appointing the members of the boards of directors and of the management of the public companies.

Figure 3: Minimum gross wage in economy during 2008-2017 (EUR)

Source: (Government of Romania, 2017)

2.6 The selection of the emplacement of the new industrial companies

In Romania the infrastructure represents one of the main factors which prevent the competitiveness. The precarious state of infrastructure represents one of the main obstacles in the way of developing the economic activity. In spite of the high public expenses, the quality of the infrastructure remains poor. In spite of the fact that overall were registered improvements, Romania is situated on the last place in the European Union in those concerning the perceived quality of the infrastructure. The sector of

transport continues to be dominated by public companies which are running on loss. A better absorption of the funds of the European Union might have an essential role for the improvement of the expenses with the infrastructure. The companies which were relocated from developed companies, might take into consideration the quality of the infrastructure, when they choose the area in which they are placing the activity on Romania's territory.

2.7 The improvement of the business environment

The business environment was improved but some deficiencies still persist. Between 2011 and 2017 the competitiveness of Romania improved in a significant manner, but it is still on the 45th place in the classification of the World Bank concerning the favourable climate of the business for 2017 and fall from the position 62 to the position 68 in the evaluation of the competitiveness at the level of the world (World Bank Group, 2018). The deficiencies are connected to: infrastructure, administrative task, efficiency of the labour force, health and education. The problems connected to the corruption and to the management of the public sector are among the main issues of the private business environment. The procedures of management for the companies are being simplified. The new laws simplify the process of depositing the forms and promote the utilization on a wide scale of the e-mail. In January 2017 new measures were adopted in the favour of the contractors and for simplification as: the increasing of the plafond for the micro-enterprises, the exoneration from the payment of the tax upon profit for the companies of Research and Development (R&D) and the elimination of 102 commissions and taxes. In spite of all these, the potential offered by the modern solutions of e-government remains largely unexploited. In Romania the utilization of the services of e-government is one of the lowest in the European Union (European Commission, 2015). The IT system of the national administration is segmented, this fact increasing the administrative task of the companies.

2.8 Research and innovation

The structural deficiencies limit the contribution of the system of Research and Innovation to the economic growth. The structural challenges that the department of Research & Innovation must face are unchanged: insufficient financing, institutional segmentation, the poor quality of the public scientific base and the poor cooperation between the public sector and the private one (World Economic Forum, 2017). In 2015 the European report concerning the innovation, placed Romania in the category of countries with "poor performances in the field of innovation", with a score well below the average of the European Union. The poor dynamics of Research & Innovation has consequences upon the competitiveness and upon the perspectives of long-term economic growth.

From the total of the structural funds allotted for the period 2014- 2020 only 3.4% were allotted to the R & I sector, well below the average of 10.6% of the European Union of the same period. In order to stimulate the activities of R & I at the level of the enterprises in 2016 an exoneration of the payment of the taxes upon the incomes of the employees of R & I was introduced. In 2017 there was a new measure adopted, which is exoneration of the taxes upon the incomes from the wages which are applied to the employees of the new set up companies of R & I. The intensity of the expenses with R & I was improved but the lack of investments prevent the development of the capacities of R & I. The Research and Development (R&D) is the statistic indicator for the expenses in the system of research and innovation. The intensity is calculated depending on the expenses with Research and Development expressed as percentage of Gross Domestic Product (GDP) as in Figure 4.

Figure 4: R&D expenditure as % of GDP during 2008-2015

Source: (The Ministry of Finance and Economy, 2018)

The small and middle companies have a low level of innovation and the flux of knowledge between the public activities of R & D and the business environment is poor, aspect which is confirmed by the fact that Romania is at the end of the classification at chapter “Cooperation and entrepreneurship spirit” of the report (European commission, 2016)]. The main obstacles which prevent the innovative entrepreneurship spirit, of creation and development of companies in the sector of technology are: bureaucracy, poor developed infrastructure and the low level of entrepreneurship education.

2.9 The improvement of the governance and the diminishing of the fragmentation

Essential measures were adopted for the improvement of the governance and the diminishing of fragmentation. For the issuing and setting into application of some efficient strategies of intelligent specialization it is necessary: to valorise the strong points of the clusters of knowledge and of entrepreneurship resources, to engage all the regional and national factors. In this context the creation of the National Council for the Policy of Science and Technology can be an important step in the sense of improvement of the poor coordination between the national and regional level of the coherent innovative system. Still remains to settle the issue of the high level of fragmentation which characterize the functioning of the public research, in conditions in which over 150 public institution develop activities of R & D and based on the inefficiency of the politics of transfer of technology.

In the frame of “specific support” granted by the European Commission by the mechanism of support for politics of “Horizon 2020” program, in 2016 was initiated the issuing of recommendations concerning the creation of an environment favourable to the development of the new set-up technological enterprises. This includes indicators of performance concerning the Small and Middle Companies which are innovating using internal resources, the innovating Small and Middle Companies which cooperates with other companies and the scientific publications issued in common by the public and private sector.

2.10 Digital economy

The low level of the digitalization of the companies prevents the improvement of the productivity. Taking into consideration the 12 main digital technologies included in the index of digital intensity, Romania is among those three states of the European Union having the lowest proportion of companies having a high degree of digital intensity. Although the percentage of the companies having very high digital intensity is greater than those of the equivalent member states and it is close to the average of the European Union, the digital competences of the labour force are among the lowest of the European Union.

In spite of the existence of a great number of qualified specialists in Technology of Information and Communication, generally speaking to the workers on the labour market are missing the basic digital competences or those over the basic level, while in the European Union this proportion rises to 56%.

3. Conclusion

Labour mobility is a topical issue, not only for industrial enterprises, but for the entire Romanian economy. Although it is one of the most difficult issues in the last decades, urgent solutions are needed in the face of this challenge. Some of these come from within businesses, while others are provided by the outside environment.

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