
THE UNEMPLOYED TERRITORIAL PROFESSIONAL REORIENTATION¹

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Abstract

This article begins with the assessment regarding the relation between partial occupancy, education and the unemployed reorientation. The main section of the article analyzes from a statistical point of view the unemployed territorial reorientation concentration upon a county area according to data provided by AJOFM Argeș. There are emphasized here not only tendencies, structural dynamics but also processes of concentration and diversification upon age groups. A few final remarks are closing in an optimistic manner the analysis of the unemployed territorial reorientation in the specified territory.

Keywords: BIM unemployed, registered unemployed, unemployment rate, reorientation, values of Herfindahl – Hirschmann, Gini-Struck.

Territorial statistical confronting is also the solution we are proposing in the hereby article, where there are rendered evolutions in the unemployed territorial reorientation through the analysis of specific phenomena in Arges district area. The diversion between territorial and national doesn't constitute the major subject of this article but only the given occasion or need to unfasten specific territorial tendencies and generate thus more useful information in a decision-making plan in order to delimitate more clearly not only the specific spatial variation in relation to general national variation but also the validity and fidelity of statistical instruments used in the analysis of some phonemes of the unemployed reorientation given the unstable equilibrium of post-recession manpower territorial markets.

The unemployed, on international plan (BIM), gathering persons aged between 15 and 74 years old, who don't have a job and don't deploy activities with the purpose of obtaining some incomes but they are in search of a job according to some actions recognized during the last four weeks and especially available to start the work in maximum two weeks, represent the generalized form of a concept specific to market economy, including the national one, concept which benefits of a level and specific dynamics in relation to the

1. Regarding the situation in Arges District

evolution of registered unemployed workers. The unemployment categories are uncommonly diverse from the involuntary one (either in searching conditions of some remuneration levels or in equilibrium conditions of manpower market), to the voluntary one (defined as a denial to occupy a job or as non-acceptance of a compensation under the level of potentially accepted occupancy etc.), from the intermittent one to the transitory one (caused by the inadequate adjustment of work supply to demand), from the exclusion one (regarding the most unfavoured groups of citizens), to the orientation and reorientation one etc. Various forms of unemployment describe specific structures, here detailing the female, intellectual, juvenile or long-standing unemployment, technological, seasonal, conjunctural, cyclic, total or partial unemployment, of supply or exclusion, of insertion or reorientation etc.

The rights guaranteed and put into practice territorially and nationally at free courses of qualification, requalification and professional reorientation as well as other active measures legally regulated in view of practising an activity or occupying a job imply an official registration of an unemployed person within the territorial and national register system of the economic occupancy degree. While the occupancy is a multidimensional process because it supposes the organic blend of some elements of economic, demographic, educative-formative, social-behavioural and juridico – institutional nature, the concrete measures of unemployment resize in the sense of diminution impose the rise of government expenses and house-hold income, intensification of sales promotion with effects upon the rise of demand on the internal market, depreciation of national currency, intensification of protectionist politics (customs duties increased for some imports), determination of flexible remuneration rates, adjusted according to the degree of inflation rate, prolongation of pupils tuition and early retirement of employees etc. Another important measure to reduce the unemployment was and will remain the territorial reorientation of the unemployed, related predominantly to the industrial reorganizations.

Reorientation is essentially an educational process and as education must respond continuously to some exigences of the evolution of national and even international reality, the education act of reorientation has as impact, a better adaptability and self-adjustment to national, regional, county or territorial space. Reorientation as continuous educational process intensifies in the end the adjustments of manpower market, balanced also by the unemployment level in territorial plan. Reorientation as educational element identifies three fundamental trends of projection of the training content as an essential component:

- a) one trend based upon elements specific to the diffusion theory

in the territorial manpower market, emphasizing components which diffuse through educational reorientation (for example, the problems of ecological education in courses of reorientation must be approached simultaneously at the level of resources and results of economic activities but also of human society, territorial communities, under the designation of human ecology in territorial plan etc.);

b) one tendency based upon the capitalization of modules in the reorientation as educational process (modular education solves much more completely a practical problem by the approach from many angles of the same problem issued within an economic activity);

c) a bounce from the approach of unidisciplinary or mono-qualification type to trans and multidisciplinary approach, regulative within the educational formation based upon manpower poliqualification.

Reorientation can improve the profile of the unemployed person in national plan but also in territorial plan. The management method through profiles is a leadership method through which the information-decision function hypertrophies and the decision can be completely influenced by the profiles used as support. The profiles' typology which can be used is uncommonly diverse, from temporal or dynamic profiles to territorial or hierarchised profiles, from coordination profiles defined by deviations to intensity profiles, from structural profiles and medium profiles to profiles based upon extreme values (minimum or maximum), from demographic profiles to statistical profiles, from climatic profiles to geographical profiles etc. A standard profile supposes not only a selection of construction variables as subsequent operation to that of dispersional analysis but also a final order of profile variables according to the values of determination coefficient for the characteristics considered to be explanatory or supposed to solve the new issued directorial problem which imposes a decision-making.

The unemployed demographic profile represents the result of natural implication of demography in interstitials or at its borders with economy and statistics. The unemployed demographic profile in Romanian economy in the year previous to our country E.U. integration was outlined by the following significant aspects: a) in 6,6 cases from 10 he has worked before; b) the unemployed person especially came from industrial enterprises with great financial losses, especially from the category of closed out enterprises or in course of liquidation (which imposed an intensive reorientation process); c) in almost 6 cases from 10 it was a man; d) in about 7 cases from 10 he lived in urban area; e) he belonged to the age group of 15-24 years with a probability of three times higher than of any other age group; f) the average duration of unemployment exceeded already 21 months; g) in 62 cases from 100, the highest graduated school level was pre-secondary school etc [1].

A confronting of registered unemployment rates at territorial level, respectively in Argeş district and at national level identifies an inflexion in the general tendency of Argeş district to detain a rate lower with 1-3 % in comparison with national average, an inflexion begun in 2004 and already finalized in 2006.

Confronting of unemployment national rate with territorial rate in district

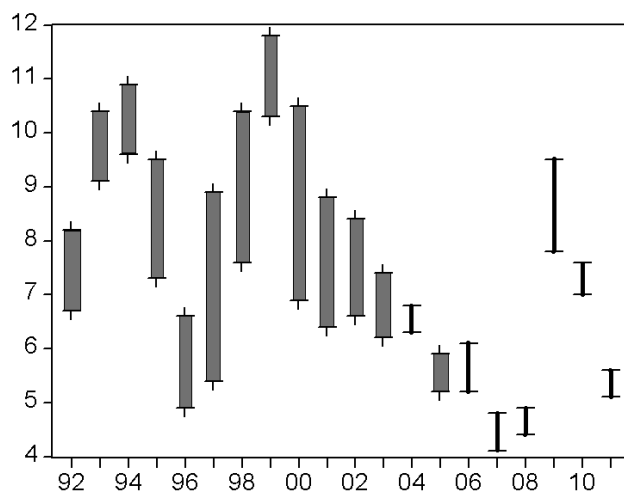
Table no.1

Year	Unemployment national rate according to registered unemployed	Unemployment territorial rate in Argeş district (%)	Percentage differences
A	(1)	(2)	(2) – (1)
1992	8,2	6,7	- 1,5
1993	10,4	9,1	- 1,3
1994	10,9	9,6	- 1,3
1995	9,5	7,3	- 1,2
1996	6,6	4,9	- 1,7
1997	8,9	5,4	- 3,5
1998	10,4	7,6	- 2,8
1999	11,8	10,3	-1,5
2000	10,5	6,9	-3,6
2001	8,8	6,4	-2,4
2002	8,4	6,6	-1,8
2003	7,4	6,2	- 1,2
2004	6,3	6,8	0,5
2005	5,9	5,2	- 0,7
2006	5,2	6,1	0,9
2007	4,1	4,8	0,7
2008	4,4	4,9	0,5
2009	7,8	9,5	1,7
2010	7,0	7,6	0,6
2011*	5,1	5,6	0,5

Sources: *Monthly statistical newsletter*, monthly editions 1991–2012, and *Romanian Statistical Annuary 1991–2012*, Ed. INS, Bucureşti, <http://www.bucuresti.insse.ro/cmsbuc/files/>

* Note: comparative data from BSL 12 /2011.

Positive and negative deviations between the level of unemployment territorial and national rate



Eviews Used Software

The legal frame regarding the unemployed social security and their professional reintegration and especially their reorientation in manpower market was issued from 1991, according to the Law no. 1/1991 (with its many subsequent modifications). Thus, at the beginning of the period of the two elapsed decades, almost three quarters of the registered unemployed benefited of various forms of specific allowances but also of courses of requalification and professional reorientation. In order to ensure a profound analysis of the reorientation phenomenon in territorial plan, specific data of Argeş district were interpreted within the last two years.

**Structural analysis of territorial unemployment in district,
according to age group, sex and training level in 2010 and 2011**

Table no.2

	Year	Total	Age groups (years)					
			Sub 25	25 - 29	30 -39	40 - 49	50 - 55	Over 55
Total	2010	19721	3234	1543	4861	5895	2670	1518
	2011	14540	2965	1249	3610	3784	1607	1325
Women	2010	8680	1392	725	2290	2772	1126	375
	2011	6365	1248	525	1666	1800	699	427
Men	2010	11041	1842	818	2571	3123	1544	1143
	2011	8175	1717	724	1944	1984	908	898
With primary training level	2010	12851	1187	872	3397	4087	2037	1271
	2011	9498	933	783	2677	2753	1233	1119
Women	2010	4889	352	306	1379	1688	820	344
	2011	3635	234	239	1075	1182	520	385
Men	2010	7962	835	566	2018	2399	1217	927
	2011	5863	699	544	1602	1571	713	734
With high school training level	2010	5230	1596	292	1107	1564	514	157
	2011	3698	1540	225	640	833	308	152
Women	2010	2775	736	165	678	931	249	16
	2011	1882	691	125	393	489	148	36
Men	2010	2455	860	127	429	633	265	141
	2011	1816	849	100	247	344	160	116
With academic training level	2010	1640	451	379	357	244	119	90
	2011	1344	492	241	293	198	66	54
Women	2010	1016	304	254	233	153	57	15
	2011	848	323	161	198	129	31	6
Men	2010	624	147	125	124	91	62	75
	2011	496	169	80	95	69	35	48

Source: AJOFM Argeş, Annual Report, 2010 and 2011.

The territorial demographic profile is significantly different from the national one. Thus, in 2011, the registered unemployed within Argeş district outlines more differently in relation to national image:

- a) is man in 56 cases from 100;
- b) belongs to the large age group comprised between 30 and 49 years in proportion of 51%, respectively between 40 and 49 years, in 26 cases from 100, and between 30 and 39 in other 25 cases;
- c) about two of three unemployed persons have a minimum training level (primary);
- d) 9 unemployed persons of 100 have academic studies etc.

The reorientation dynamics was ascendant and obviously the results had practically similar trends. Thus, in 2010 and 2011, the number of beneficiaries of professional reorientation (educated through special courses) rises from 4,9 % of the total of registered unemployed persons to about 7,4%. From the total of those employed in territorial plan in Argeş district between 2010 and 2011, the number of students of professional reorientation rose from 3,5 % to 5,8%.

Main indicators of the unemployed reorientation activity registered in district, in 2010 and 2011

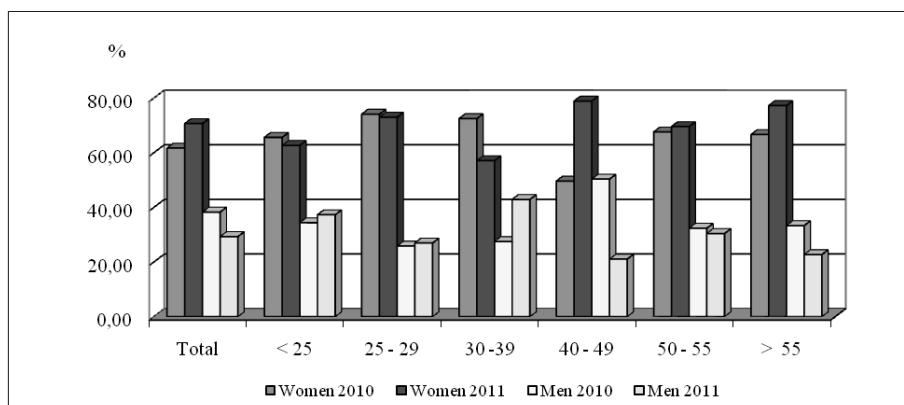
Table no.3

	2010		2011	
	Number	%	Number	%
Integrated during the year	9299	100	6215	100
Job subvention	2156	23,2	2486	40
Unique bread winner	48	*	52	*
Young academy graduates	611	6,6	463	7,5
Persons with disabilities	10	*	16	*
Discouraged persons or unemployed over 12 months	136	1,5	152	2,4
No of organized courses	52		55	
No. of students	961	10,3	1064	17,2
Employees from the total number of students	323	3,5	362	5,8

*Source: AJOFM Argeş, Annual Report, 2010 and 2011. * values under 1%.*

In the two years which we analyzed, we can notice a much greater participation of women than of men (the difference is significant $p=0,0000404$) at the professional reorientation courses (61,71% as against 38,29% in 2010 and respectively 70,68% as against 29,32% in 2011)

Participation of the professional reorientation courses of men and women



Source: AJOFM Argeş, Annual Report, 2010 and 2011

An image of flux type detailed by sexes at the level of all the unemployed shows a few characteristics of the unemployed territorial reorientation in

Argeş district. In 2011, the share of the unemployed who succeed to take a job decreases from total with 4,41 percentage points as against 2010 (75,15% in 2010 as against 42,74% in 2011). The unemployed from the age group of 30 - 39 years who took a job in 2010, have the highest share of 71,47% and this decreases in 2011 to 59,81% (with 11,66 percentage points), while in 2011, the share of the age group between 25 – 29 years (75,82%) occupies first place naturally. At the opposite pole, it appears the age group of over 55 years with a share of 13,24%, which in 2011 decreases to 7,17%.

**Structures and tendencies among registered unemployed persons,
annual employees, students and employees from the students following
the territorial reorientation in district**

Table no.4

		Year	Total	Age groups (years)					
				Under 25	25 - 29	30 -39	40 - 49	50 - 55	Over 55
Total	Unemployed persons	2010	19721	3234	1543	4861	5895	2670	1518
		2011	14540	2965	1249	3610	3784	1607	1325
	Employees	2010	9299	1749	1036	3474	2101	738	201
		2011	6215	1412	947	2159	1274	328	95
	Students	2010	961	32	85	269	415	142	18
		2011	1064	59	115	296	503	69	22
	Employees from students	2010	323	29	74	95	84	32	9
		2011	362	41	85	108	97	29	2
Women	Unemployed persons	2010	8680	1392	725	2290	2772	1126	375
		2011	6365	1248	525	1666	1800	699	427
	Employees	2010	3964	496	629	1825	861	129	24
		2011	2685	349	518	1228	480	93	17
	Students	2010	593	21	63	195	206	96	12
		2011	752	37	84	169	397	48	17
	Employees from students	2010	147	14	38	42	39	10	4
		2011	153	19	41	49	39	5	-
Men	Unemployed persons	2010	11041	1842	818	2571	3123	1544	1143
		2011	8175	1717	724	1944	1984	908	898
	Employees	2010	5335	1253	407	1649	1240	609	177
		2011	3530	1063	429	931	794	235	78
	No of students	2010	368	11	22	74	209	46	6
		2011	312	22	31	127	106	21	5
	Employees from students	2010	176	15	36	53	45	22	5
		2011	209	22	44	59	58	24	2

Source: AJOFM Argeş, Annual Report, 2010 and 2011

Differentiated dynamics structured in relation to sex variable appear among employees with a female dominance in the median zone of age groups area and a male dominance at the bottoms of the same area. If the tendency of unemployed men accentuates at the bottoms of age groups, on the contrary, that of unemployed women intensifies between the interval 30 – 39 years and especially 50 -55 years.

The unemployed share by sexes from the total of employees in territorial plan in district

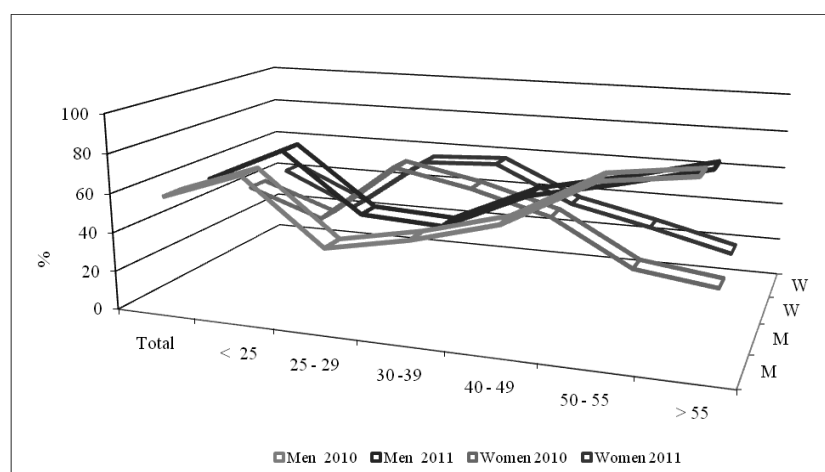
Table no.5

	Year	Total	< 25	25 - 29	30 -39	40 - 49	50 - 55	> 55
Men	2010	57,37	71,64	39,29	47,47	59,02	82,52	88,06
	2011	56,80	75,28	45,30	43,12	62,32	71,65	82,11
Women	2010	42,63	28,36	60,71	52,53	40,98	17,48	11,94
	2011	43,20	24,72	54,70	56,88	37,68	28,35	17,89

Source: AJOFM Argeş, Annual Report, 2010 and 2011

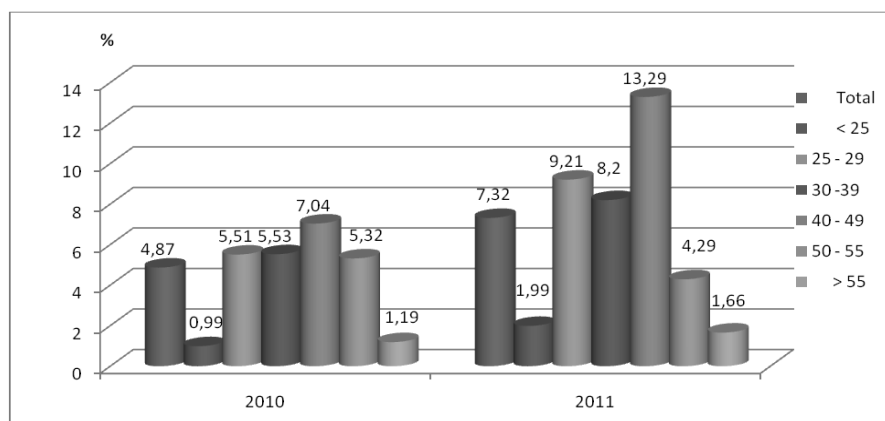
From the total of the unemployed who took a job, the share of men from the total of employed persons is significantly greater ($p = 0,000702$) than that of women with the exception of the age group of 25 – 39 years where women have a share relatively great from the total of employed persons ($p = 0,074586$).

Evolution structured upon age groups of the unemployed who took a job territorially in Argeş district, per total and in relation to their sex



Source: AJOFM Argeş, Annual Report, 2010 and 2011

In 2011 as against 2010, the share of students from the total of the unemployed rises for all age groups. In 2010 as well as in 2011, the age group of 40 – 49 years has the highest share (7,04% and 13,29%).



Source: AJOFM Argeş, Annual Report, 2010 and 2011

We can notice a lower interest for participation to professional reorientation courses of the teenagers aged under 25 years (0,99% in 2010 and 1,99% in 2011) and of the persons aged over 55 years (1,19% in 2010 and 1,66% in 2011).

Combined distribution after sex variable and age group of unemployed students

Table no. 6

		Total	Under 25	25 - 29	30 - 39	40 - 49	50 - 55	Over 55
Women	2010	61,71	65,63	74,12	72,49	49,64	67,61	66,67
	2011	70,68	62,71	73,04	57,09	78,93	69,57	77,27
Men	2010	38,29	34,38	25,88	27,51	50,36	32,39	33,33
	2011	29,32	37,29	26,96	42,91	21,07	30,43	22,73

Source: AJOFM Argeş, Annual Report, 2010 and 2011

Although the unemployed who have an inferior training level dominate in the global structure, the reorientation cannot ensure a great or dominant share of them to courses, the training high school level being the one which provides practically 60,5 % in 2010 and respectively 58,9% in 2011, from the total of students and finally ensures 74% from employees in 2010 and respectively 74,3 % in 2011.

Structural analysis of unemployed students and subsequently of those employed according to training level in 2010 and 2011 in Argeş district

Table no 7

	2010	2011
Number of unemployed students among whom:	961	1064
With primary training level	362	417
With high school training level	582	627
With academic training level	17	20
Number of unemployed students who took a job among whom:	323	362
With primary training level	68	75
With high school training level	239	269
With academic training level	16	18

Source: AJOFM Argeş, Annual Report, 2010 and 2011

To the questions regarding the appearance and intensification of some phenomena of concentration or diversification in territorial plan of unemployment phonemes and its reorientation, the present analysis synthetically capitalizes a simple and efficient statistical method based upon Herfindahl- Hirschmann (H-H) and Gini-Struck (G-S) classic coefficients. The results are regrouped in the table 7 with the help of which we could express a few findings extremely interesting regarding the unemployment reorientation phenomenon in territorial plan.

**Values of Herfindahl- Hirschmann (H-H) and Gini-Struck (G-S)
concentration – diversification coefficients, determined for registered
unemployment, reorientation and employment**

Table no. 8

	Year	Concentration – diversification coefficients in relation to age groups		
		H-H	G-S	
The unemployed	2010	0,206	0,0470	
	2011	0,199	0,0386	
Employees	2010	0,245	0,0942	
	2011	0,241	0,0887	
Students	2010	0,296	0,1551	
	2011	0,320	0,1843	
Employees from students	2010	0,225	0,0703	
	2011	0,235	0,0823	
Women	2010	0,223	0,0674	
	The unemployed	2011	0,212	0,0542
		2010	0,302	0,1628
	Employees	2011	0,296	0,1558
		2010	0,271	0,1253
	Students	2011	0,348	0,2175
		2010	0,240	0,0885
	Employees from students	2011	0,253	0,1037
2010		0,195	0,0336	
Men	The unemployed	2011	0,192	0,0299
		2010	0,221	0,0656
	Employees	2011	0,226	0,0708
		2010	0,387	0,2640
	Students	2011	0,304	0,1647
		2010	0,224	0,0682
	Employees from students	2011	0,225	0,0702

The calculus was realized by authors starting from the same territorial source AJOFM Arges, Annual Report, 2010 and 2011

The analysis results of the complex and correlated phenomenon of registered unemployment, reorientation and employment identify a dominant diversification but also some associated significant aspects:

a) unemployment diversification on age groups and even on training level is obvious post recession in territorial plan and by analogy the diversification maintains no matter the sex which cancels the importance of this variable in the territorial reorientation processes;

b) a concentration of younger age groups of unemployed students is a territorial reality but it is under the expected level and normally correlated with specific natural evolution of contemporary market economy . Within the students context, the sex variable discriminates significantly through two opposite and relatively intensive tendencies , one of concentration among the registered unemployed of female sex and one of diversification among those of male sex;

c) the employments among unemployed students don't have concentration, fact which probably balances better the manpower market and don't deteriorate more intensively the low replacement rates of territorial manpower.

Major trends specific to transition and preadherence, respectively the population reduction in Argeş district, within industrial activities, desindustrialization and reagrarization of population occupancy and especially permanent reduction of average number of employees from industry, have stagnated and even reversed postadherence and during recession. Analyzed data regarding the registered unemployed contain greater errors caused by comprehension in a lower measure of discouraged unemployed persons within the total number but especially as a result of the negative phenomenon of "under counter" job, but with the hope that the new labour code can contribute to a greater clarity of indicators regarding the partial occupancy or non-occupancy on the manpower market. From 2012 we can expect less errors within these types of territorial reorientation analyses.

The unemployment territorial variation hides a strong heterogeneity [2] of concrete conditions of reorientation especially in the case of some districts as Buzău, Dolj, Alba, Gorj, Mehedinți, Teleorman, Vaslui which present double and even triple level indicators of unemployment in comparison with national average but also in case of districts as Arad, Timiș, Ilfov, Covasna, where the unemployment rate level fluctuated between 1,7% and 3,3% .

The unemployment evolution during the period starting with November 2008 is influenced by the world financial crisis which affected Romania. The financial crisis reflecting also on the banking system from our country will lead to credits cost (price) growth. In this way, the banking products will increase in price and economic agents, including physical persons will temper themselves before appealing to loans.

The manpower occupancy dynamics on short and average term will be certainly an unfavourable one with an increased unemployment rate. The analyses of territorial reorientation will have to be realized at the same time with the analyses of replacement on some professions and occupancys and with the analyses of demographic and economic dependence.

Conclusions

The outlook of this article try to surpass the moment of classic approaches correlating them with the new realities which impose new multidisciplinary solutions to old problems of non-occupancy or partial occupancy. The multidisciplinary pattern seems to originate in fractal

geometry and education, psychology and statistics, biology and physics, *through the valorification of those surfaces of educational reorientation which can cover in an optimal way the new economy and evolution of manpower market in territorial and national plan.* Within the new approach, there become relevant the quality, qualitative bounce, concentration or educational qualitative diversification in relation to quantitative changes of real economy. The last global recession shows that classic economy is not a science enough pragmatic and the desideratum of events anticipation and evolutions specific to its domain could not satisfy it through unidisciplinary patterns or by isolation in the unique modelling thinking. For statistics, it appears more clearly the necessity to scenario its own indicators in harmony with other physical and mathematical patterns more evaluated as impact and coverage degree. It is impossible to say for sure, but there are more and more transdisciplinary and multidisciplinary contributions which united can ensure a better perception to new *educational reorientation system which will have a better impact and practical results in reduction of non-occupancy or partial occupancy in territorial plan.*

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