

SOCIAL PROTECTION OF THE UNEMPLOYED UNDER ROMANIAN AND EUROPEAN LEGISLATION

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Abstract: The objective of this Article is the totality of the public measures taken by the state in order to protect its citizens against the negative consequences caused by the significant drop in work due to unemployment. In the field of unemployment, Romanian and European legislation provides for packages of measures that the state is required to adopt in order to reduce unemployment, measures that are sensitive to the oscillations of the particularities of the economy depending on the characteristics of the labor market, the pace of development of financial institutions and the pace of reform.

JEL classification: E24, F66, J21, J64

Key words: labor force, measures to protect the unemployed, social protection, unemployment rate, the unemployed, unemployment

1. INTRODUCTION

At Romanian level, the 1991 unemployment Act was first adopted, which was repealed by Article 130, Chapter VIII of Law No 76/2002 on unemployment insurance and employment stimulation, as amended and supplemented, law still in force.

At European level the organizations that are involved in the decision-making process, regulation, control and implementation of social policy are: The Council of the European Union, the European Parliament, the European Commission and the Economic and Social Committee. According to Article 156(1) of the Treaty on the Functioning of the European Union (TFEU), the most significant areas of social policy are: employment, labor law and working conditions, vocational training and further training, social security, protection against occupational accidents and diseases, the right of association and collective bargaining between employers and workers. Unemployment is one of the social risks laid down in the International Labor Organization (ILO) Convention No 102 of 1952.

Unemployment is a process that is encountered in any market economy, with less or more evidence in all countries.

The social protection mechanism for the unemployed is a pre-requisite for all labor market reforms, which need to be used shortly in the light of both humanitarian and economic analysis and nature. From an economic perspective, the need for the social protection system for the unemployed explains its need to mitigate the social and political impact of high unemployment, but it is also the consequence of a positive outcome on the fluctuation of work.

2. METHODOLOGY

The arguments set out in the Article concerned the social security of the unemployed through legislation and the measures taken to reduce the existence of unemployment in European countries. In preparing the Article, we have put in place various scientific methods of research, such as: documentation, induction, deduction, analysis, summary, observation.

3. ANALYSES

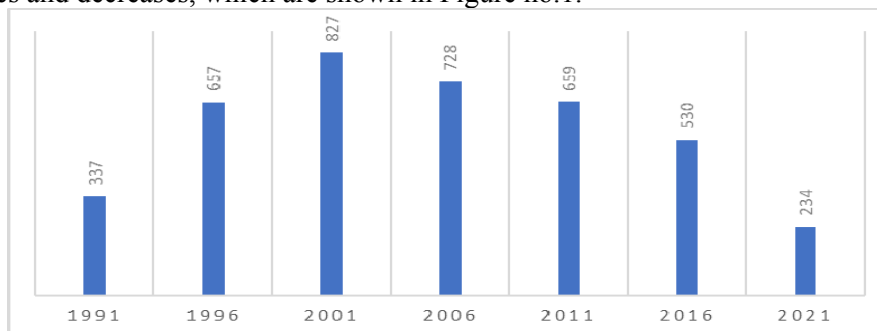
Some economists believe that social protection policies must be implemented gradually, as the system is an insurance one that stimulates individuals to recognize the risk of unemployment, fostering the succession of reforms. With this in mind, all countries of Central and Eastern Europe have adopted social protection schemes for the unemployed, where the main instrument is to ensure unemployment by providing financial compensation to the unemployed according to well-defined eligibility criteria. This unemployment benefit is paid within a limited period of time and is reduced at the end of its term, thus motivating the unemployed to increase their personal efforts to seek employment and to have a consensus with some of the costs of changing jobs.

In Romania, there are statistical indicators tools developed by The National Statistical Institute in collaboration with the Ministry of Labor and Social Solidarity and other ministries and bodies of central and local public administration, which follow labor market developments at national and local level.

The process of transposing European Union (EU) law into Romanian labor law has resulted in speeding up the process of national labor market reform and the emergence of new regulations.

Taking as an example, the experience of Western countries, Central and Eastern European countries have given the state the responsibility to guarantee training of the unemployed according to the likely needs of the market. Job vacancies and vacancies are therefore made available through employment agencies, reducing divergences in the labor market.

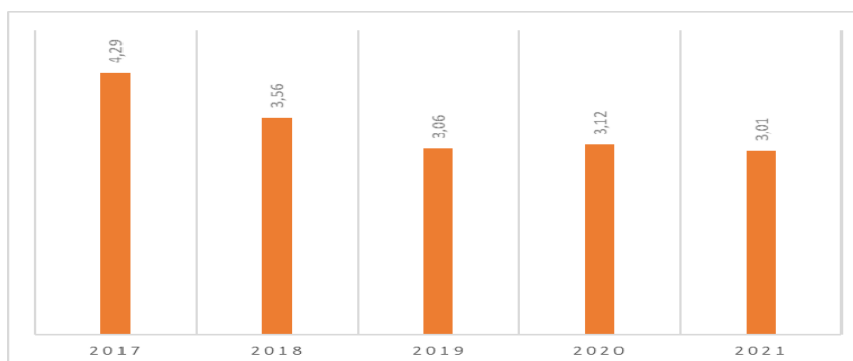
Looking at the values from 1991 to 2021, every five years in Romania, it is noted that the number of unemployed persons registered at the end of each year, including persons registered at the employment offices, whether or not receiving unemployment benefits, has evolved on a oscillating basis, With small monthly variations, followed by increases and decreases, which are shown in Figure no.1.



Source: Produced by the author on the basis of <http://store.ectap.ro/articole/40.pdf>
https://insse.ro/cms/files/statistici/comunicate/com_anuale/ocup-somaj/somaj_2006.pdf

Figure no.1 Evolution of the number of registered unemployed people in the period 1991-2021 (thousands of persons)

In Romania, according to data provided monthly by the National Employment Agency (N.E.A.), in 2021, the average unemployment rate, in relative terms, was 3,01%, down from 2020 (3,12%), according to Figure no. 2.



Source: Produced by the author on the basis of <http://www.mmuncii.ro/j33/index.php/ro/transparenta/statistici/date-statistica>

Figure no. 2 Progress of the unemployment rate (annual average %) in Romania between 2017 and 2021

Taking into account the monthly data submitted by the Statistical Office of the European Union (Eurostat) in Table 1, the harmonized unemployment rates for the last month of 2019 to 2021, it can be noted that in 2021 the highest rate is in Greece (13,2 %), Followed by Spain (12,8%) and Italy (8,8%), the lowest is in the Czech Republic (2,1%), Japan (2,5) and Poland (2,8%).

Table 1. Evolution of the harmonized unemployment rate over the period 2019-2021 (%)

GEO/TIME	2019	2020	2021
Belgium	5,3	6,1	5,7
Bulgaria	5,3	6,3	4,8
Czechia	1,9	3,1	2,1
Denmark	4,9	6,1	4,5
Germany	3,1	3,7	2,9
Estonia	4,5	7,1	5,5
Ireland	4,6	6,0	4,9
Greece	16,8	16,4	13,2
Spain	13,6	16,0	12,8
France	8,4	8,1	7,5
Croatia	6,6	9,0	7,2
Italy	9,8	9,6	8,8

Cyprus	7,0	8,3	6,9
Latvia	6,5	7,9	7,5
Lithuania	6,9	9,5	7,2
Luxembourg	6,0	6,8	5,2
Hungary	2,9	4,1	3,5
Malta	3,4	4,3	3,2
Netherlands	4,0	4,7	3,6
Austria	4,6	6,6	4,7
Poland	2,9	3,3	2,8
Portugal	7,1	7,1	6,0
Romania	5,1	6,5	6,2
Slovenia	4,0	5,4	4,5
Slovakia	5,6	7,0	6,3
Finland	6,0	7,6	6,7
Sweden	6,2	8,6	7,3
Iceland	4,0	6,9	4,4
Norway	3,7	4,7	3,2
Switzerland	4,0	5,2	:
United Kingdom	3,6	:	:
Turkey	13,6	13,0	:
United States	3,4	6,5	3,7
Japan	2,1	2,8	2,5

Source: <https://appsso.eurostat.ec.europa.eu/nui/submitViewTableAction.do>
 (:) Data not available

In addition, at the end of December 2021, a total number of unemployed people were registered at 234.757, 61.294 fewer than in December 2020 when 296.051 were unemployed (Figure no. 4).

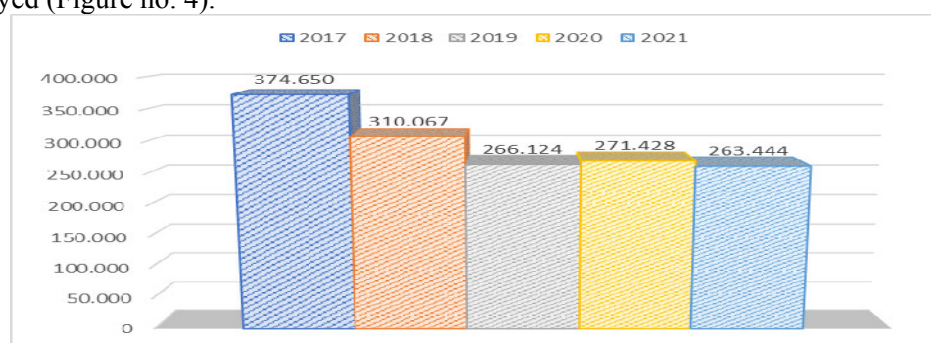


Figure no. 4 Evolution of the average number of registered unemployed in Romania between 2017 and 2021

Taking into account the legislation in force, the state, economic operators and the population must adopt a set of measures to reduce unemployment, including:

- * notification of employment agencies by employers in the event of restructuring of economic activity;
- * the organization of training and retraining courses for workers made redundant from declining branches of the economy and losing their jobs;
- * mediating work providing a link/agreement between employers and job seekers;
- * giving employers advantages when they are unemployed;
- * support for young people at risk of social loss;
- * creating new jobs by making investments;
- * repatriation of emigrants;
- * training for participation in the job exchange;
- * stimulating labor mobility;
- * facilitate some specific, specific plans in collaboration with legal persons;
- * implementation of international collaboration projects in the fields of employment, training and equal opportunities in the labor market;
- * providing support for starting a business;
- * informing people about other activities on the labor market in order to secure a job.

These measures directly concern the unemployed, including the employed, and continue to take other measures necessary to reduce unemployment.

Alongside the payment of unemployment benefits under the measures is the strategy of early pensioners, that is, early retirement before reaching retirement age, thus avoiding the entry into unemployment of the old-age workforce, in most cases being material family supporters.

Analysis and study of the opinion of persons who are employed or not, including advice to them on measures to prevent unemployment, is necessary to identify the requirements and preponderance of persons with assistance in order to guide them toward the most convenient active measures, by questioning people, assessing and valuing them out.

In all countries, unemployment must secure the incomes of the people affected, guaranteeing a minimum acceptable life.

4. CONCLUSIONS

The size and consequences of unemployment have problems, both in the short term, by guaranteeing a minimum income for the unemployed and in the long term by securing jobs to reduce the number of unemployed people. These interrelated issues concern employers, employees and the unemployed.

The size and continuing evolution of unemployment are also influenced by the international migration of the population, the shift of the dynamic accessible population from one country to another in order to find a job. This reduces labor supply in the home country, but increases it in the destination country, thus increasing or decreasing unemployment.

I believe that in countries where there is economic and social progress, unemployment can be acceptable at a level of 2 to 4% in countries with a developed market economy. Supporting unemployment has been and will be the attention of governments, due to its size, duration and repercussions.

Unemployment can be a risk for each worker at any given time. From the scope of the Romanian and European legislation on the social protection of the unemployed, I believe that there is a causal relationship between them with direct and unconditional effect.

REFERENCES

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