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ЕКОНОМІКА І ПОЛІТИКА

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CAUSES OF INTENSITY OF LABOUR
MARKET IN MOLDOVA ©

S. ZAHAROV,
Scientific Researcher,
Center for Demographic Research,
National Institute for Economic Research,
Academy of Science of Moldova
(Moldova)

In the article analysis of the available vacant workplaces and the number of unemployed registered within National Employment Agency of the Republic of Moldova has been made. The results of the study of age structure of unemployed, their education level and available vacancies, being identified the reasons for low job placement including the assessment on gender principle and the education level of individual labour force groups are presented. The intensity of the labour market is determined on the base of the use of the Beveridge curve. Suggestions for improving the employment policy have been elaborated on the base of the results of the study.

Keywords: unemployed, vacant workplaces, age structure, labour market, Beveridge curve, education level.

Fig. 6. Tabl. 6. Lit. 16.

Setting the problem. The labour market, being an integral part of market economy, reflects all the socio-economic processes of the society. The interests of employers as buyers and hired labour force as sellers are agreed on labour market. On the state of labour market, the balance or imbalance of labour market depends how successful the interaction (matching) between sellers and buyers is. In other words, the availability of vacant workplaces and the number of persons, occupied in job search, determine the situation on labour market, form and affect the current state of labour market accordingly, coordinating the interests of employers and the unemployed as a part of economically active population.

At the same time it should be noted that vacant workplaces and unemployed coexist constantly under the influence of various factors, which affects the balance between vacant places and the unemployed, determining the intensity rate in labour market. The analysis of the quantitative and qualitative characteristics of vacant places and unemployed officially registered with employment services makes it possible to determine the causes of the discrepancy between the “reserve” of unemployment and the “reserve” of vacancies.

Analysis of recent researches and publications. The studies of the current labour market problems are presented in the works of Cotelnic V. [1, 3], Savelieva G. [2, 3], Taragan R. [3], Postolachi V. [4] in Moldova. Relationship between the unemployment rate and the vacancy rate have been reflected in research of Gadi B. [5], Diamond P., Şahin A [6], Ghayad R., Dickens W. [7], Kasrin Z., Lang G. [8], Yashiv E. [9].

Defining the purposes of the research. The aim of the paper is examination of the intensity coefficient in labour market of Republic of Moldova and the study of the causes that affect its condition for definitions of the regularities based on which it is possible to suggest ways for improving employment policies.

Presentation of the main results of the study. The use of internal reserves of labour market is necessary in order to provide the economic growth (to improve the economic situation). Mainly the shifts of the age structure will influence the economic activity rate and the number of economically active population in the perspective under the impact of demographic processes of population: depopulation and ageing.

The evaluation of situation on the national labour market was made by the author using statistical, monographic, logical and analytical methods. The research was carried out based on the data of the National Employment Agency (NEA) – 2008-2016 and data of Labour Force Survey in households of the National Bureau of Statistics of the Republic of Moldova (NBS, RM).

The analysis of economic activity rates by age groups, firstly, showed that the observed economic activity rate remained the same for the whole period of the research. Secondly, the age groups of 35-44 and 45-54 years have the highest values of economic activity rate, as these age groups have high qualifications and extensive production experience (*Fig. 1*). Thirdly, low economic activity rate of population of the 15-24 age group can be explained by the low level of youth education, the absence of profession [10], involvement in the process of obtaining higher education and its prestige in order to increase the chances of finding a job [11, 12, 13]. In addition to the above mentioned factors, the level of proposed wage has great importance at job placement.

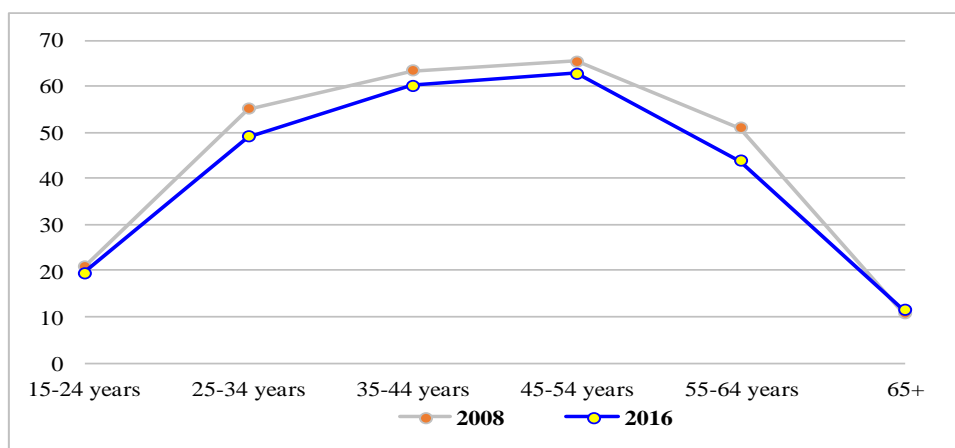


Figure 1. Economic activity rate by age groups, RM, 2008, 2016, %

**Source: elaborated by the author based on NBS RM data [14]*

The analysis of conformity between the number of vacant places and the number of unemployed registered within NEA offers the opportunity to estimate the labour market intensity. The labour market imbalance between the number of vacancies and the number of unemployed for analysed period of 2008-2016 has been noted: the number of vacancies exceeded the number of registered unemployed in 2008. Since 2009, the number of unemployed is higher than the number of workplaces suggestions, being a surplus of labour force and a deficit of work places. By 2016, the number of vacant workplaces has not reached the parameters of 2008 (*Tabl. 1*). At the same time, it should be noted that there are always available free workplaces and unemployed in labour market.

The continuing decline of employment indicators in the republic (accordingly, a decrease of employed population by 2.5 and 1.5 percentage points), the highest number of applications to territorial employment agencies and, accordingly, an increase of the intensity

coefficient^{*}, reflecting the level of labour market imbalance were marked in 2009-2010. In 2016, the registered unemployment rate was 3.9 % and 1.12 unemployed registered within NEA were attributed for one vacant place. The values of the intensity coefficient in 2009-2011 are different from the values of other years, and the amplitude of fluctuations in subsequent years (about one) confirms the aspiration of this indicator to equilibrium and the existence of a stable trend (*Tabl. 1*). Nevertheless, after 2008, in spite of the increase from 2011 to 2014, the average level of job placement did not exceed 38.8% (2014).

Table 1

Characteristics of intensity coefficient, 2008-2016

	2008	2009	2010	2011	2012	2013	2014	2015	2016
NEA vacancies, thousand places	49,0	27,1	30,2	28,3	35,1	37,5	41,5	42,3	44,6
NEA unemployed, thousand people	46,2	79,2	81,5	67,3	51,4	43,5	42,2	50,6	50,0
Coefficient of intensity*, units	0,94	2,92	2,70	2,38	1,47	1,16	1,02	1,20	1,12
Share of job placed unemployed*, %	48,0	21,5	18,0	20,1	30,3	38,5	38,8	33,2	35,3
* author's calculations									

**Source: elaborated by the author on the basis of NEA data [15] and own calculations*

The analysis of vacant places showed that the main share of vacancies is destined for working professions, and the share of job places for clerks (white-collar workers) tends to increase (*see Tabl. 2*).

Table 2

Structure of vacant places based on suggestions of enterprises, NEA, 2008-2016, %

	2008	2009	2010	2011	2012	2013	2014	2015	2016
Total, including	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0
for blue-collar workers	75,8	75,2	77,5	79,6	78,6	74,4	70,2	72,3	67,6
for white-collar workers	24,2	24,8	22,5	20,4	21,4	25,6	29,8	27,7	32,4

**Source: author's calculations on the basis of NEA data [15]*

The quantitative interpretation of vacancies and registered unemployed makes it possible to note the difference both in working professions and in vacancies for clerks, as shown in *Fig. 2*.

A deeper research of the current situation showed that, in general, the mismatch between the number of vacancies and the number of unemployed is associated with both the professional-qualification level and the existing infrastructure in territorial aspect [16, p. 36], what is confirmed by the actual NEA data: mostly vacancies are in urban areas, whereas the majority of unemployed live in rural areas.

The analysis of the structure of unemployed by the level of education showed an increase in the share of unemployed without professional education (63.7% in 2016), mainly at the expense of persons with a gymnasium education (*Tabl. 3*).

* The intensity indicator in labour market is the ratio of number of registered unemployed to number of registered vacancies.

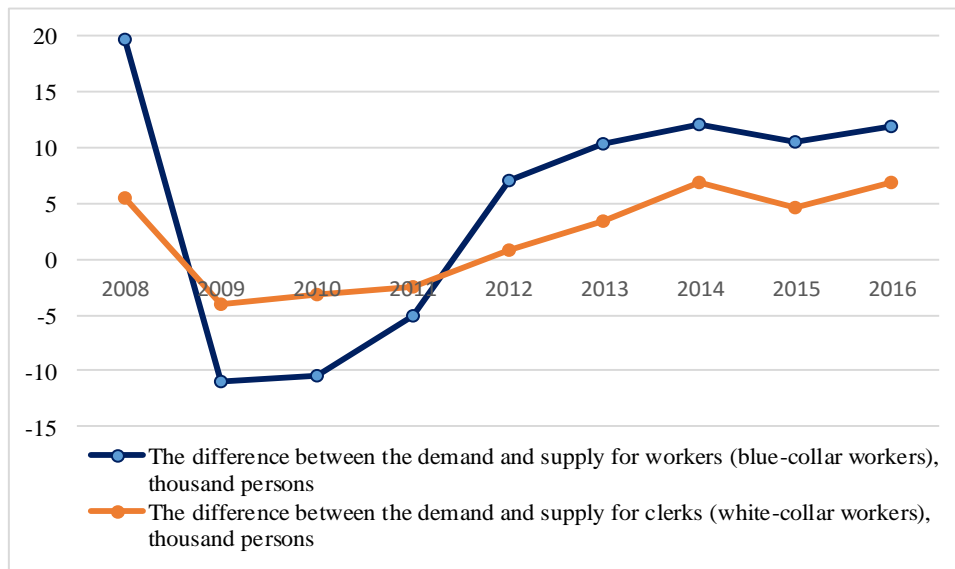


Figure 2. The difference of employers' demand and supply of unemployed by professions for workers and clerks, NEA, 2008-2016, thousands persons

*Source: author's calculations on the basis of NEA data [15]

At the same time, a large part of the employed population of the republic has a professional education [10]. The professional training of registered unemployed covered 5.8% of them in 2016, which contributes to their job placement and increased competitiveness on the labour market. In the matter of graduates without corresponding work experience, their share in the total number of registered unemployed decreased by 4.3 pp during the period of 2008-2016.

Table 3

Structure of registered unemployed by education level, NEA, %

	Unemployed registered within NEA			
	Total		including job placed	
	2008	2016	2008	2016
Unemployed without professional education (persons with primary school, a gymnasium, a lyceum and general education), %	56.0	63.7	49.6	33.6
Unemployed with professional education, including	44.0	36.3	45.9	38.2
persons with primary vocational education, %	24.5	21.0	47.5	31.2
persons with secondary special, %	9.6	6.6	44.2	36.7
persons with higher, %	9.9	8.7	43.8	42.3

*Source: author's calculations on the basis of NEA data [15]

The majority of unemployed registered within NEA are in job search for the first time or returned to labour market after a pause in work (Tabl. 4). This category is uncompetitive on the labour market, the majority of them don't have a profession, don't have any work skills and work experience (77.7% in 2016). The level of self-job placement of registered unemployed fell from 16.8% in 2008 to 11.9 % in 2016. Unemployed who have had a pause in the work have the lowest job placement indicators (Tabl. 4), which is also reflected in the research of the scientists Ghayad R., Dickens W. [7].

Table 4

The main causes of unemployment, NEA

	Unemployed, who lost their jobs, %		Unemployed, returned to labour market after a pause in work, %		Unemployed, looking for job for the first time, %			
	Total	including job placed	Total	including job placed	Total	including job placed	including without profession	
							% from unemployed - total	% from unemployed, looking for job for the first time - total
2008	31,5	51,3	20,1	37,6	48,4	50,2	38,1	78,6
2009	31,8	26,8	21,4	14,4	46,8	21,0	37,5	80,2
2010	29,2	26,6	24,5	11,3	46,3	16,1	37,5	81,0
2011	29,1	29,3	24,0	11,9	46,9	18,7	37,8	80,7
2012	31,2	37,6	21,6	21,9	47,2	29,3	38,0	80,4
2013	33,2	44,2	21,6	27,0	45,2	39,7	29,8	66,0
2014	31,5	44,1	22,1	28,7	46,4	40,0	34,4	74,1
2015	31,8	35,8	21,8	25,9	46,4	34,8	35,0	75,4
2016	30,2	39,6	21,4	27,5	48,4	36,0	37,6	77,7

*Source: author's calculations on the basis of NEA data [15]

Length of time being in the situation of unemployment and job searching is of particular interest in the labour market analysis, which showed a decreasing tendency due to the active measures in the area of increasing employment of work age population.

Table 5

Dynamics of average duration of unemployment registered within NEA, 2008-2016

	2008	2009	2010	2011	2012	2013	2014	2015	2016 ¹
Total (month)	6,7	6,0	7,1	8,0	8,4	7,2	6,6	6,4	6,8

¹ author's calculations

*Source: NBS RM data [17]

The study based on the Beveridge curve[†] was performed for the analysis of the relationship between unemployment and vacancies. The republic's labour market remains flexible and aspiring to equilibrium in spite of the impact of external and internal factors (global financial crisis, changing infrastructure, trade restrictions, the influence of climate factors, etc.). The analysis showed that shifting the Beveridge curve to the optimal position to left and up to the discontinuous line[‡] after 2010, means returning the curve to the 2008 balance (Fig. 3). At the same time, a stable inverse relationship between the analysed indicators is violated: the increase of number of vacancies in 2010 was not compensated by a decrease of unemployment rate, the reduction of number of vacancies in 2011 – an increase of unemployment rate. The growth of unemployment in 2009-2010, caused by the

[†]Graphical representation of empirical relationship between unemployment and job vacancies.

[‡]The equilibrium line between unemployment and vacancies. In a state of equilibrium, the rates of finding unemployed work and filling job vacancies by firms match.

reduction of a number of economic indicators according to the Ministry of Economy[§], was compensated by the presence of a number of vacant places, that promoted to the growth of labour migration^{**} in the country (for the period 2009-2014 the number of labour migrants increased by 16,0%). The shifting of the Beveridge curve makes it possible to track potential structural changes in labour market. So, an insignificant shift to the right in 2015, it's reduction in number of labour migrants in 2015, a worsening of economic situation in the country determining the increase of unemployment rate.

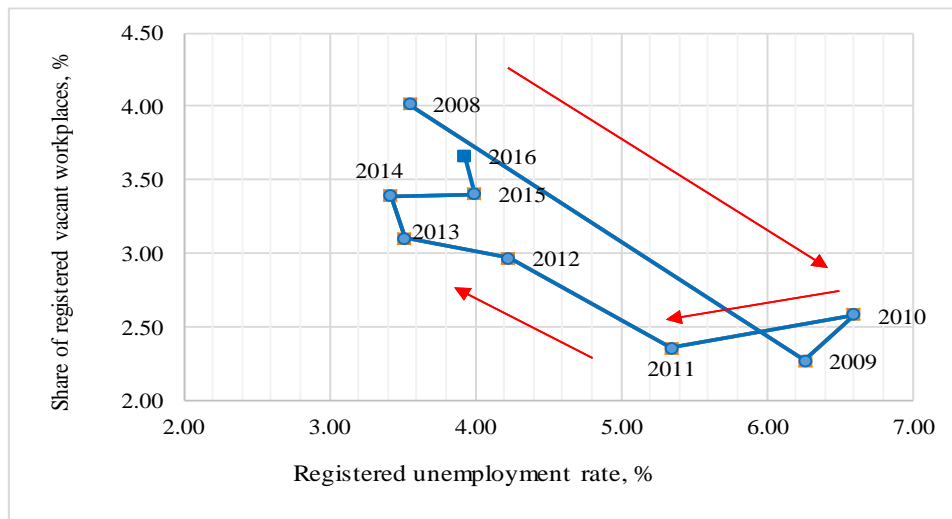


Figure 3. The Beveridge curve, 2008-2016

*Source: author's calculations on the basis of NEA data [15]

Structural shifts in age structure of unemployed took place during 2008-2016: a decrease of share of youth (10.5 pp) and an increase of share of age groups of 30-49 and 50-64 years (Fig. 4).

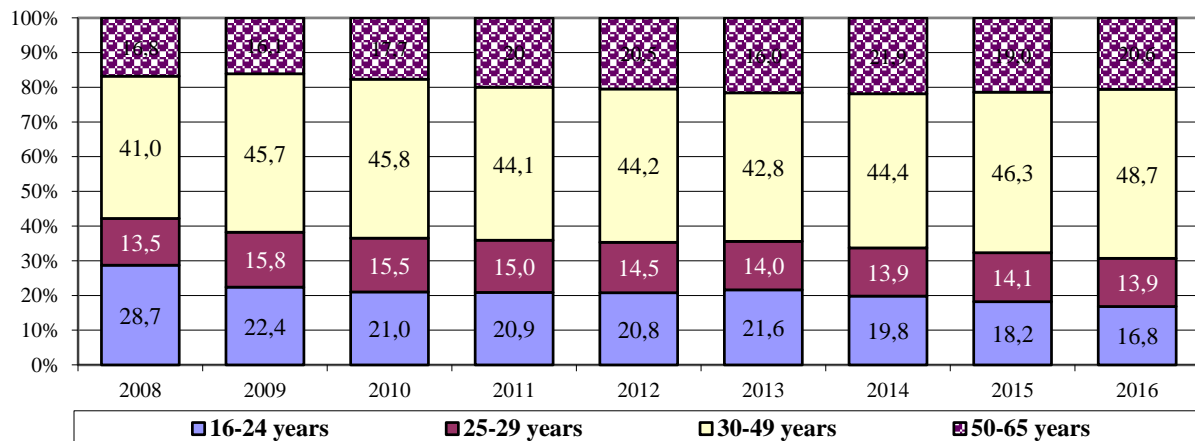


Figure 4. Age structure of unemployed registered within NEA, 2008-2016, %

*Source: author's calculations on the basis of NEA data [15]

Moreover, the highest growth was registered in the age group of 50-64 years by 2015 in comparison with 2008 (Tabl. 6).

[§]Operative information of the Ministry of Economy- 2009. www.mec.gov.md.

^{**}Citizens who went to other countries to work or in job search.

Table 6

Dynamics of NEA unemployed*, 2008-2016, %

Age groups	2008*	2009	2010	2011	2012	2013	2014	2015	2016
Total	100,0	171,4	176,3	145,5	111,1	94,0	91,2	109,5	108,3
16-24 years	100,0	133,5	128,8	106,1	80,7	70,7	62,8	69,3	63,3
25-29 years	100,0	201,2	203,3	161,5	119,2	98,0	94,4	114,8	111,9
30-49 years	100,0	190,9	196,8	156,3	119,6	97,9	98,6	123,5	128,4
50-65 years	100,0	164,6	186,1	173,6	135,8	121,0	119,3	139,6	132,9

* 2008 - the base year for comparison with data from other years

*Source: author's calculations on the basis of NEA data [15]

The indicators that characterize the job placement of registered unemployed by age groups are important to evaluate the effectiveness of employment policy (Fig. 6). The job placement level by the age groups does not have any significant differences.

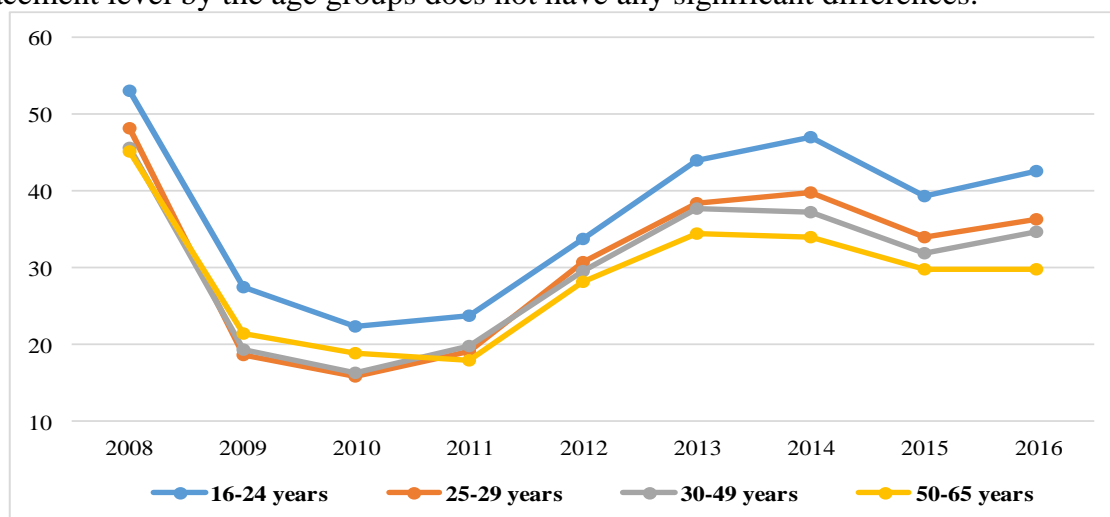


Figure 5. Share of NEA unemployed job placed by age groups, 2008-2016, %

*Source: author's calculations on the basis of NEA data [15]

However, the age group of 50-65 years has the lowest level of job placement and, especially, at women (Tabl. 7), which causes, the necessity of a more deeper study of the reasons for women low job placement in this age group, including the connection with the increase of retirement age for them during the period 2017-2028^{††}.

Table 7

Proportion of job placed unemployed NEA, sex, age groups, 2008-2016, %

Age groups	2008		2009		2010		2011		2012		2013		2014		2015		2016	
	M ¹	F ²	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Total	45,1	50,7	19,6	23,3	16,5	19,5	17,3	23,0	28,5	31,9	35,7	40,9	36,3	41,3	30,7	35,8	32,6	38,4
16-24	51,6	54,0	22,9	31,3	18,7	25,7	18,2	28,9	29,7	36,9	41,0	46,3	43,3	50,2	35,2	43,2	37,2	48,6
25-29	43,1	52,9	15,8	21,5	13,6	17,9	14,9	23,2	29,3	31,9	35,4	40,4	36,9	42,4	31,8	36,2	33,5	39,3
30-49	40,2	51,1	17,7	21,2	14,4	18,2	16,7	22,5	26,6	31,8	33,5	41,0	34,1	39,9	29,1	34,7	32,2	37,4
50-65	49,5	39,5	23,9	18,5	20,9	16,6	18,8	16,6	30,2	25,3	35,3	33,4	34,7	33,1	29,9	29,8	29,7	30,3

¹ M – male,
² F – female

*Source: author's calculations on the basis of NEA data [15]

^{††} RM Law Nr. 290 from 16.12.2016. In: Monitorul Oficial al Republicii Moldova, 30.12.2016, nr. 478-490, year XXIII (5911-5923), p.11-16, art. 964.

One of the factors that influences the decline of unemployment rate is labour migration of population. The analysis of age structure of migrants on education level has shown that the share of migrants with higher education is increasing, mainly in the age groups of 25-34 and 34-44, which is noted in the studies conducted in Russia on labour migration, including labour migrants from Moldova [17, p. 485].

Table 8

Structure of population who went to other countries to work or in job search by education level, age groups, 2006, 2016, %

	Total		15-24		25-34		35-44		45-54		55-64	
	2006	2015	2006	2015	2006	2015	2006	2015	2006	2015	2006	2015
Total	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0
Higher	8,5	13,3	4,7	10,2	11,0	19,4	6,9	9,8	12,0	8,7	17,3	8,6
Secondary special	13,8	10,8	4,8	9,0	11,8	5,5	19,8	12,3	22,3	19,0	26,9	22,1
Primary vocational education	26,0	23,9	16,4	21,2	25,2	19,4	34,4	27,1	31,5	30,9	25,0	33,3
Lyceum; general secondary	27,3	24,4	29,6	21,3	26,9	24,2	28,2	23,8	23,9	28,3	19,3	26,3
Gymnasium	23,8	27,5	42,9	38,3	24,8	31,3	10,7	27,0	10,3	13,1	9,6	9,7
Primary school or without	0,6	0,1	1,6	0,0	0,3	0,2	0,0	-	0,0	-	1,9	-

*Source: author's calculations based on NBS RM data [18]

The analysis of causes of unemployment and unemployed by economic activity types has shown that the service sector dominates among the sectors of economy, both in terms of share of unemployed, and in terms of share of job placement (Tabl. 9). A high proportion of unemployed that had jobs in industry is still remaining. Structural changes in the sphere of services are related to education, transport and communications (the number of job placed persons was 1/2 of number of unemployed in given sectors).

Table 9

Structure of unemployed by types of economic activity, NEA, 2008, 2016, %

	2008	2016
Total, including were employed in	100,0	100,0
Agriculture	8,9	8,3
Industry	11,7	8,0
Construction	2,5	2,8
Services	28,4	32,4
<i>Were job placed in (from total number of unemployed)</i>		
Total, including	100,0	100,0
Agriculture	9,1	13,4
Industry	33,9	22,8
Construction	5,1	7,9
Services	51,9	55,9

*Source: author's calculations on the basis of NEA data [15]

Conclusion. The state of the economy, changes in the sectorial infrastructure, the level of remuneration of labour and many other factors of economic, social, cultural and political nature that occur in the process of community development ultimately are affecting in one way or another the labour market development [19, p. 19] and the employment rate of work age population.

The conducted researches in the field of availability of free workplaces or vacancies declared by employers and possible applicants or unemployed registered by NEA services, allowed to determine regularities based on which it is possible to suggest ways of improving employment policies, thus ensuring the more complete employment of work age population of different age groups. It is important in conditions of demographic ageing of population, the softening of labour migration processes and labour market intensity. The main reasons are:

- the differences in the professional-qualification level, infrastructure in the territorial context, the presence of vacancies and the number of unemployed;
- the discrepancy of the professional qualifications of unemployed to the requirements for occupying vacant places, as well as the prevalence of working professions jobs compared to necessity for workplaces for clerks (white-collar workers);
- a pause in work (21,8% of registered unemployed in 2015), lack of a profession, work skills and work experience (35,0%) among unemployed are one of the main reasons for low job placement;
- labour migration processes.

In order to reduce labour market intensity and to improve the functioning of the labour markets, it is necessary to be focused on:

- the elaboration of territorial employment programs taking into account changes in the socio-economic infrastructure;
- stimulation of the support and development of various forms of small and medium businesses, self-employment of population on the basis of the elaboration and implementation of diverse training programs taking into account international experience;
- expansion of the number of professions within the frameworks of vocational training, retraining and advanced training courses performing by NEA services in order to conformity the needs of labour market;
- development of scientifically-based forecasts of labour supply and demand, labour force balance, monitoring and forecast of intensity coefficient on labour market at national level with the using of job vacancy statistics;
- research of the causes of low female employment (age group 55-64 years), identifying and removing barriers of their employment, taking into account the increase in retirement age for women in Moldova^{††}.

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**АНОТАЦІЯ
ПРИЧИНИ НАПРУЖЕНОСТІ РИНКУ ПРАЦІ В МОЛДОВІ**

ЗАХАРОВ Світлана,
науковий співробітник,
Центр демографічних досліджень,
Національний Інститут Економічних Досліджень,
Академія Наук Молдови
(Молдова)

У статті представлений аналіз наявності вакантних робочих місць і чисельності безробітних, зареєстрованих Національним Агентством Зайнятості Населення РМ. Представлені результати дослідження вікової структури безробітних, їх рівня освіти та наявних вакансій, виявлені причини низького рівня працевлаштування, в тому числі дана оцінка працевлаштування за гендерним принципом і за рівнем освіти окремих груп робочої сили. На основі використання кривої Беверіджа визначена напруженість на ринку праці. За результатами дослідження розроблено пропозиції щодо вдосконалення політики зайнятості.

Ключові слова: безробітні, вакантні робочі місця, вікова структура, ринок праці, крива Беверіджа, рівень освіти.

Рис. 5. Табл. 9. Літ. 19.

**АННОТАЦИЯ
ПРИЧИНЫ НАПРЯЖЕННОСТИ РЫНКА ТРУДА В МОЛДОВЕ**

ЗАХАРОВ Светлана,
научный сотрудник,
Центр демографических исследований,
Национальный Институт Экономических Исследований,
Академия Наук Молдовы
(Молдова)

В статье представлен анализ наличия вакантных рабочих мест и численности безработных, зарегистрированных Национальным Агентством Занятости Населения РМ. Представлены результаты исследования возрастной структуры безработных, их уровня образования и имеющихся вакансий, выявлены причины низкого трудоустройства, в том числе дана оценка трудоустройства по гендерному принципу и по уровню образования отдельных групп рабочей силы. На основе использования кривой Бевериджа определена напряженность на рынке труда. По результатам исследования разработаны предложения о совершенствовании политики занятости.

Ключевые слова: безработные, вакантные рабочие места, возрастная структура, рынок труда, кривая Бевериджа, уровень образования.

Рис. 5. Табл. 9. Лит. 19.

Інформація про автора

ZAHAROV Svetlana – Scientific Researcher, Center for Demographic Research, National Institute for Economic Research, Academy of Science of Moldova (CDR NIER ASM) (45, Ion Creanga Str., Chişinău, MD2064, Republica Moldova, tel. +(373 22) 50-11-08, e-mail: zaharov.svetlana@gmail.com).

ЗАХАРОВ Світлана – науковий співробітник, Центр демографічних досліджень, Національний Інститут Економічних Досліджень, Академія Наук Молдови (тел. +(373 22) 50-11-08, e-mail: zaharov.svetlana@gmail.com).

ЗАХАРОВ Светлана – научный сотрудник, Центр демографических исследований, Национальный Институт Экономических Исследований, Академия Наук Молдовы (тел. +(373 22) 50-11-08, e-mail: zaharov.svetlana@gmail.com).

