

# THE ANALYSIS OF HUMAN RESOURCES QUALITY FROM ROMANIAN AGRICULTURE

## ANALIZA CALITĂȚII RESURSELOR UMANE DIN AGRICULTURA ROMÂNEASCĂ

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**Abstract.** *The problems of human resources in agriculture is a challenge domain of study, regarding the quantitative and qualitative analysis. After radically changes from Romanian economy, is followed more and different consequences on nowadays socio-economic state. Certainly, one of fields affected by these changes is the agricultural sector.*

*In present, the quality of human resources in Romanian's agriculture is a real problem, because we need the specialists who be able to contribute at development of this important sector of economy. An important number of people who activate in this sector haven't studies or interest to make a scientific work. This fact is reflected in macroeconomic results. The most important part of the population employed in agriculture is represented by members of the family, who work just for their own needs; as result, this socio-professional status is characterized by low quality and poor incomes. The aim of this paper is to make a detailed analysis of human resources from agriculture and to find the best solution to eliminate the poverty and to stop the continuing of subsistence agriculture.*

**Rezumat.** *Problematica resurselor umane din agricultură se constituie ca un domeniu de studiu provocator, cu referire la analiza cantitativă și calitativă. După schimbările radicale din economia României, au urmat probleme multiple și diverse, cu consecințe asupra stării socio-economice actuale. Cu siguranță, una dintre direcțiile afectate de aceste schimbări este și sectorul agricol.*

*În prezent, calitatea umană din agricultura românească este o reală problemă, deoarece avem nevoie de specialiști care să fie capabili să contribuie la dezvoltarea acestui sector important al economiei. Astăzi, un număr însemnat al populației care activează în sectorul agricol nu are studii sau interesul de a-și desfășura munca specifică, după reguli științifice. Acest lucru se reflectă în rezultatele macroeconomice. Cea mai mare parte a populației ocupate în agricultură este reprezentată de familii de agricultori care lucrează doar în gospodăria proprie; în consecință, statutul socio-profesional este caracterizat prin calitate scăzută și venituri reduse. Scopul prezentei lucrări este de a efectua o analiză detaliată a calității resursei umane din agricultură, pentru a găsi soluțiile potrivite de a elimina sărăcia și a stopa continuitatea agriculturii de subzistență.*

## MATERIAL AND METHOD

The human resource do the part, beside some categories of funds, from the group of elements on which is based the realization of any economic activities. This

quality is some from the factors of influence of final results from activities develops. For this reason, analyze of quality of the human resource is vast and complex.

The installment of occupation for the labour is some from most important criterion thereupon is appreciated the developmental level social and economic of a country, respectively this capacity to deliver the places of work. Currently, is not important just the necessity to guarantee the places of work, but it must seriously consider the quality whereat is standed work, so that it can spoke by a qualitative labour, which represented one from the successful ways of the performant economies.

## RESULTS AND DISCUSSIONS

The human resource and the labour to a superior level of qualification create the capacity to assimilate and to produce the informations and know-now in the areas of interest. These knowledges and informations shall be transferate to the economic activity in progress.

The human resource from an economy has the primordial role in the general development of a country. Thus, is remarked a direct relation between the developmental level of the economy and the qualification level of the labour. Romania is the second country from the Central and East Europe as the *potential* of work capacity<sup>1</sup>. Still, in the agriculture of our country is remarked an acute absence of qualified workers.

Concerning the macroeconomic level, we consider that a soft quality of the labour in agricultural sector is owed, too, to the influences of demographic nature. Thus, isn't sufficient to analyse the aspects which hold on to the formation of human quality resources, but it must directed to elements as: the number of employable persons, the modification of the structural age, the demographic urban-rural report. Such, at 1 july 2007, from total of Romanian population by 21.537.563 inhabitants, a number by 11.877.659 inhabitants (55,14 %) were in the urban area and 9.659.904 in rural area (44,85 %).

Among the incidences of demographic evolution on the labour market from Romania, can describe as be most important<sup>2</sup>:

- *numerical diminish the capacity of work offer*, as much that effective due to the demographic ageing process and back away from the activity, as well as news forces entered on the market labor;
- *reduction the able-bodied population for schooling*, which phenomenon shall raise severe and serious problems regarding the professional (re)conversion of educational personnel;
- *modifications in the migratory behavior of the labour*, because on internal plan is possible the inversion of sense of the migratory motion from non-agricultural - agricultural to agricultural – non-agricultural, mostly by reason of development the: social services, production in rural area, little industry, handicraft, trades, agritourism etc.

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<sup>1</sup> [http://www.business-adviser.ro/jobs\\_forta\\_de\\_munca.html](http://www.business-adviser.ro/jobs_forta_de_munca.html)

<sup>2</sup> Steliana Perț – „The impact of demographic crisis on the labour market”, The books of debates sessions of *Sustainable Development Strategies of Romania* "Horizon – 2025", vol. I – Sectorial strategies, A – Demographie, București, 2004, pag. 67-68.

In synthesis, the principals factors which influences directly the quality of human resource from the agricultural sector are: incomes diminished of the population from rural area, the low level of work capacity (qualitative labor and structural), the ageing of population which activates in the agricultural sector, the reorganization and re-technologization of agriculture etc.

The analyse of the current informations from the romanian economy, regarding the distribution of engaged population on specialties domains, show that the romanian society still presents the ahead-industrial characteristic. In the last years, the ponderosity of engaged population in agricultural sector, slenderized in significant measure, however Romania continues to hold the most elevate installment busyness in this sector of the economy: 32,3 % given the 4,9% mean in European Union. The situation appear to become disquietingly if is done the comparison with Bulgaria, waves just 8,9% of population is engaged in agriculture.

In this context is naturally to ask us which are the reasons of such situation, to analyse the perspectives gived the current developmental economic status and to try to surprise the quality aspect of agricultural capacity labour. It is important to compare the “quantity” of human resource with this “quality” and to surprise the effect of rapport quantity-quality amount in the economic national results.

Contextually current of evolution and development of the agricultural Romanian sector, the problem of labour is looked from viewpoint of report demand-offer, too. The labour of agricultural market is characterized, currently, by a series of acute problems and just through some anomalies.

The demand of labour from agriculture regard the necessary of prepared and specializes workers, qualified either unqualified, who can employed in the enterprises and agricultural exploitation on determinate period, with the condition to obtain a salary remunerations.

The principals' types for demand of labour in agriculture are<sup>3</sup>:

*Economically demand*: emphasize the real necessary of workers which can contribute to obtain, in advantageous conditions, the agricultural production;

*Technological demand* is direct connected to the technique and the technologies used-up in agriculture or to the degree of intensivity for the branches and the agricultural cultures;

*Social protective demand* is determinated by the politics of protectionist order and by the social internal security.

***The offer of labour*** is represented by a certain categories of work resources and by the possible sizes of this.

In general, the labour offer from agriculture presents a series of special characteristics. In Romania the situation is different, because is manifestated the influence of atypical factors for a market economy. Thus, as much quantitative how much qualitative, the labour offer suffers some modifications and fluctuates of reason determinate by: the demographic evolution, the migration, the

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<sup>3</sup> Monica Bălașa – „The characteristics of labour market”, in Review „Economic Tribune”, nr. 23/1995

education, the retechnologization, the reorganization, demand on a certain volume and temporal structure, low level of incomes/ inhabitants in rural area etc.

The analyses of perspective show that the offer of labour from the Romanian agriculture shall advance below the next action factors:

- the natural spore of labour resources from agriculture;
- activity installment of the labour resources from agriculture on groups of ages;
- demand/offer labour of a parts from domestic population (chiefly womens);
- the dismissal of labour stabilize in rural area, which shall guide to a supplement of labour offer from the rural zones.

The particular aspect, which exceeds the sphere of report demand/offer for labour in agriculture, is failed across the *quality* of the labour.

At present, is established that this is a real problem wherewith is confronted the Romanian agricultural sector and for that is owed, fractionally, the absence of performance registered in agricultural exploitations, especially in one of little sizes. Thus, with how much the labour from agriculture presents an elevated level of education and of qualification, with as much the productivity is major, therefore the efficiency and the general equilibrium of busyness gets consistence.

From these considerations, we believe that for solve the problem of labour productivity in agriculture, analysing the qualitative part, it's needs to started from another appearances which hold on to the evolution of a society.

Between most important aspects which hold on to this conjuncture is counted: the education, the schooling, the quality of the education, the specialization, the perfecting, the correct report between the areas market of labour and the number of schoolings persons on specialties.

To analyze else one detailed appearances of problematics presented hereinbefore, it's needs to envisaged the elements which make the difference about the agricultural sector from the amonte and from upstream and downstream sectors.

Thus, if the problems exposed is manifestated with priority in the productive sector, don't one thing is can asserted about the units for processing the agricultural prime matter, about the food sector, small industry with profile agri-food profile and the sector of food services. For this rearward, the situation is glad, at least in regarding the assurance of quality labour. Concrete, the food and drink industry from the Romanian economy represent to the level of the year 2002, 17% from the production of all processing industries, 9 % from the total national production and 7 % from the gross added value<sup>4</sup>. But regarding the labour, is observed that the informations are limited just at number of employed and less is considered the aspect of quality for labour which is performed by employees.

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<sup>4</sup> Ilie Șerbănescu – Review 22, Year XIV (785)

A way into solution the problem of the quality for human resource from the Romanian agriculture, is the appellation to the programs of reconversions, re-qualification and professional perfecting.

From recently studies is observed that just 12 % among Romanians followed courses for professional perfecting, comparative with mean of European Union, of 21%. Here one the reason which can justify the less performance from the Romanian agriculture. In this frame is useful to see the examples from developed states, in which already is putting the problem of a high qualifications for human resources: Germany, Sweden, Austria are improved the installment of business except on the strength of economic sectors which solicits high qualified labour.

From reason of a phenomena manifestation as the most overhead presented, the specialists from the frame European authorities propose a series of solutions to recovery. One from these solutions visas the quality of human resource, which may be analyzed through the European *index of quality professional life*. Based on criterions of the the quality labour (criterions which results from remark and researches) the index must be completed and published in rhythmic mode<sup>5</sup>. This index could be used-up with success in the emphasis of the modifications and the evolution of the quality professional life in the Europe, as well as these effects about economic productivity. On the strength of European index of quality life can established the measures and can take decisions of improvement the quality of human employable resource.

For this reason, already they were established the specific programs of innovation and professional formation: the framework program for competitiveness and innovation, the structural funds, the integrate program concerning the learning for all life.

The long period of transition on which traverse the economy of our country, had a negative impact about the agriculture, and one from the basic characteristic is failed across the acute absence of stock which led to the growth of the inefficiency in allocation of the funds with consequences about the growth and competitiveness of Romanian farmers and entire agricultural sector. Therefore, the agriculture of Romania rests agriculture of subsistence, and the labour market from this sector is definite by a big weight of the farmers in the total busy population, as well as the big number of elderly farmers.

To these is added an excessive dependency by the agricultural activities of the population from rural area, a educational level diminished and an accentuate decline of real incomes of the population.

## CONCLUSIONS

Chronologically, a prime appearance remarkeded is that of the period '89 which produced a phenomenon against European upstream. A concrete, through the massive dismissal from the industrial sectors, the population was migrated

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<sup>5</sup> Răzvan Moceanu - „The quality of work and the sustainable productivity in EU”, in Review „Economic Tribune” nr. 6/2007

toward rural area, with the development of specific agricultural activities. The immediately consequence were the unprofessionalizing and the impoverishment of a important part of population, nowise the development of agricultural sector. To these is added the intensification of the high qualificated labour migration phenomenon, to sectors better remunerate.

Therefore, the report demand/offer of labour in agriculture is conditioned by ensemble of the influence factors which explains the elasticity of this mechanism:

- the volume of agricultural production (stricken directly by agricultural capacities of production);
- the degree of endowment of the agriculture with production factors, soil and stock;
- the degree to using the existing capacities of production in agriculture and particularly of land;
- the level of the productivity labour from agriculture;
- the coefficient of using the capital invested in agriculture and in the sectors of processing the agricultural products;
- the relative evolution of the labour price from agriculture beside the prices of anothers factors of production;
- the general economic conjuncture.

The attainment of the suggested aims concerning the assurance the labour quality, presupposes a bilateral approach of some elements as: the cooperation on the place of labor, the motivation employees, the annihilation of major problems of professional average. The main consequence of the improvement of the human resources quality from agriculture is the assurance of the economic stability.

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