

SOCIO-ECONOMIC AND DYNAMIC RELOCATIONS IN THE WORKPLACE

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ABSTRACT: *This paper presents the ways due to which public stakeshares, private or civil society must respond to contemporary social problems being forced to seek new ways to solve public problems. In this context, a growing interest in public institutions to achieve partnerships with the private sector, profit or non-profit begins to manifest, in order to support social development. Social economy sector is growing steadily, the best representation being the non-governmental organizations. These organizations have expanded their number and activities and have started offering a variety of services, thus constituting the key factors that determined their development and reforms of social services in Romania as well. Thus, the policy framework in which private providers of social services operate is evolving permanently, marking new relocations regarding the need for state intervention to regulate the market, the changing relationships and roles. The new reforms have allowed the private sector and the tertiary sector in the social field, to provide the helping and representation framework to vulnerable groups, people with disabilities and certain age groups (children, young and old) in a situation of social exclusion. Non-governmental Organizations in Romania have played in the last 20 years an active role in the social services market, supplying the missing services or complementing those provided by the state.*

KEY WORDS: *socio-economic relocation, labor market, development, flexibility.*

JEL CLASIFICATION: *I24, J15, J21, J71.*

1. INTRODUCTION

The social economy is the most important area of the active policies development of social protection, of the cooperation development policy among local communities and official stakeholders of the state. It aims to involve the social forces and social capital to prevent the risk of exclusion by promoting an inclusive society (Cace, et al., 2010, p.15).

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According to Clarke (2002) however, “*social protection is a mutual challenge for all European societies, even if it is supported in different ways*” (Clarke, 2002, p.18).

The main definition of the social policies in the context of the European Union is “*social inclusion*”, considered completely opposite to social exclusion, as it places the interventions aimed not only at income and its distribution, but also the removal of the terms and conditions of the social exclusion for specific groups of individuals in the center of the Union's policies. This approach considers social exclusion as a complex process that has its origins beyond the income across and that emphasizes the social relationships (Cace S., et al, 2010, p.19, cited in D. Byrne, 1997). The economist Joseph Stiglitz's new ideas (Nobel Prize winner) refers to the necessity of focusing on the actual contribution of state and institutions in the view of market failure to achieve this thing, in order to change the climate of a period dominated by neoliberal policies, (Cace, et al., 2010, p.47, cited Stiglitz, 2002).

Cace and collaborators stresses that one of the main measures chosen to escape from the economic crisis was the social protection lowering and the social responsibility transfer mainly to individuals and to terms of the people participation in the labor market. This change has also highlighted the increase of the budget for human resources in the economy, in order to strengthen the knowledge and training, focusing on functional link between education and labor market in order to meet every demand of the labor market with functional work force.

This choice aims at reducing the role of state participation in social policy systems, as it is considered a weak and inadequate factor of social equality. In this respect, it promotes the idea of a person who is required to take steps to resolve the future needs by strengthening private insurance schemes and at the same time strengthening the role of voluntary organizations and more increased activity of the companies and organizations active in the systems of social policy, and political choices underlying the promotion of individual responsibility that lead to the weakening of the state's role in social policy systems (2010, pp.47-48, cited in R. Mishra, 1990). The new reality along with major changes in society, led to the change of the social classes (Clark & Lipset, 1991, p.397). According to these researchers, social classes “*are modified in such a way that no longer plays a central role*” (Clark & Lipset, 1991, p.410). Some sociologists, including Esping Anderson (2002) considers it necessary to build a new social state to recognize that the social costs are not costs on consumers (or at least not only costs on consumers) of the state budget but are actually an investment.

It promoted the idea in the literature that education spending is an investment that produces benefits because it makes people more productive. This logic may be true in cases such as gender equality policy because it would contribute significantly to economic growth and social cohesion through the participation of a large number of mothers who work, and at the same time, the family and child poverty is prevented (Esping, et al, 2002, p.9).

Today, special attention is paid to the beneficiary's needs of service, emphasizing the social interest and service user's personal situation improvement. In the social and economic context there are also items such as employment and poorly

paid jobs that are not defined by individual action. It is emphasized the idea that responsibility for social policy systems should be not geared only towards user's physical preservation, but also to actively re-inclusion of those socially excluded, and the use of social capital requires coordinated and organized procedures so that both those socially excluded and those threatened with exclusion to be put in direct contact with the tools necessary for inclusion in the community life, in order to avoid becoming victims of poverty and social exclusion (Cace, et al., 2010, pp.52-54).

2. WORKFORCE DYNAMICS AND ADAPTATION

Mărgineanu concludes that *"the work is the one that determines the volume, structure and quality of material and spiritual services that the society disposes"* (Preoteasa AM, 2009, p.133, cited Mărginean I., 2002). Starting from the wage theory, it is promoted the assumption that modern labor markets where there is greater mobility of employees, looking for a job is not only stimulated by the prospect of a higher salary, but also by the satisfaction of the work itself (Hwang H ., et al, 1998, p.816). Some approach closer to the social domain considers the labor to be essential for human existence and does not identifies it through the production of material goods but also by the fact that the work defines the human being and it is increasingly a source of affirmation and human achievement, since as Balasa mentioned, man is made through labor *"and he is what he makes"* (Bălașa, 2002, p.147).

This intrinsic orientation of labor, according to neo-Marxist theories *"is considered an essential condition of human self-development"* (Gallie, 2007, p.280). In this respect, Beker said that *"individual skills and capabilities in human capital theory helps to diversify employment and productivity growth"* (Preoteasa AM, 2009, p.135, cited in S. Becker, 1964). In political vision, the concept of employment aims, in addition to the individual and structural approaches, at a regulatory component of public policy. It is included as the first dimension of employment policy in the EU social policy. European Social Model addresses the need of combining the sustainable economic growth with the continuous improvement of living and working conditions, by emphasizing certain values of full employment, quality jobs, equal opportunities, social protection for all, social inclusion and citizen involvement in the decisions affecting them. The concept of *"system of employment"* was created by approaching the employment concept from the sociological perspective, (Preoteasa, 2009, p.135, cited in Christiansen, 1999).

Unproductive work; the way the population and social structures stratifies the labor and labor market participation; production structures; welfare system, education and industrial relations system, social and legal status of persons employed economically; manner in which gender, changes in the family as institution and family policies that have affected the development of different forms and distribution of labor in society and household can be included in the employment system: (Preoteasa, 2009, pp.135-136). From a sociological perspective, in Koistien's opinion, employment was driven by several factors: structural, institutional and behavioral. Given Koistien theory and analyzing the particular situation of Romania, the explanatory theoretical model of employment was built. This model considers that three types of factors are involved in

the employment as follows: structural – represented by demographic structures, production structures, national economic and geographical conditions, the informal economy, the transition to a market economy; institutional – concerning protection system and social security, education and training, legislation on industrial relations and labor mobility and EU policy; cultural and behavioral – targeting individual and group values, expectations of the welfare state, cultural ideas regarding gender roles in family and society and the way people appreciate the importance of participation in the labor (Koistien, 2001, p.3).

3. FLEXIBILITY, SECURITY, INCLUSION AND ACCESS TO EMPLOYMENT

The concept of flexibility and security are relatively new to the labor market area in Romania. The most important element linking flexibility to the security is the trust, because the people's trust in changing gives them the courage to work in a more flexible way (Eurofound, 2007). The concept of flexibility can be realized by changing the job in time, space, or even the profession, thus distancing from the traditional model of employment. These flexible forms of employment can provide solutions on various personal problems and solution to achieve the balance between the work and the spare time reserved to family. Among the security features provided by the labor market, there are included formal employment contracts is a safety feature for both the employer and the employee, and their share has increased in recent years especially after the adoption of the single tax law, a measure which reduced the informal employment percentage.

The concept associated with the process of social policy formulation is the social inclusion and is, together with the opposite concept of social exclusion, the complex dimensions of social area analysis. Social inclusion aims specifically not only at the chance that all those able and willing to enter the labor market, but also at the opportunity to stay in the labor market. Labor market integration of young graduates or people in long-term unemployment is one factor which gives the measure of the degree of inclusion of a country (Preoteasa, 2009, p.154-156). Operational definition which explains the term flexibility consider three dimensions: time, space and contractual conditions (Wallace, 2002).

Preoteasa shows that the flexibility focus on promoting employment and acceptance of atypical employment: part-time jobs, jobs with variable work schedule, work at home or work on your own. Flexibility in terms of policies relates to successful change that occurs throughout the life, from school to work, from one job to another, between unemployment and inactivity and work, from the workplace to retirement and even after retirement to a job (Preoteasa, 2009, p.174).

Flexibility requires better organization of work and time, in accordance with the requirements of productivity and increasing the quality of employment. In the post-modern age of globalization, employment policies must also take into account the interests of employers, by initiating flexibility measures beneficial to both parties involved in the work process. Romania has adopted legislative measures at the institutional, economic and financial level for labor market flexibility, for recent years,

among the first being related to the situation of collective dismissals and aimed at both employers and employees protection (Preoteasa, 2009, p.175).

In 2003 the Labor Code was amended, instituting various regulations covering labor relations and flexible instruments to reduce employment barriers, loosening restrictions on individual employment contract, both part time and those relating to work at home; simplifying procedures for recording the employees by introducing general register of employees; flexibility of individual and collective dismissals and the ensure of the employees' rights when those dismissals take place. The provisions of the Labour Code (Ordinance no.55/2006 published in the Official Gazette nr.788/18.06.2006) on the flexibility of procedures for collective dismissals have been completed so that economical operators should be able to effectively resize their activity as needed, ensuring protection of the workers to be made redundant. Supporting training and qualification obtaining is another component of labor market flexibility, which makes entrepreneurship a career option. This action provides also allocations from Structural Funds for 2007-2013. It aims to encourage corporate responsibilities by providing incentives for employees to develop companies and careers, but also to aware the employers and employees on the need to continue training. From this point of view, the Public Employment Service (PES) grants non-repayable funds for employers to organize certain training programs for employees (MMESF, 2007).

4. APPLIED RESEARCH. PRO VITAM CHARITY ASSOCIATION ACTIVITY

4.1. Research methodology

The applied research is outlined in a individual, longitudinal study case targeting at the Pro Vitam Charity Association activity in Resita particularly searching the contemporary phenomenon "*relocation*" regarding the significant development in the "*sphere of work*" of this association, from its establishment in 2003 up to the present. The research method used was to analyze documents using the criterion of written documents and statistical information, such as reports, notes, interviews conducted by some members of the association, the main source of them being largely the Charity Association Pro Vitam. The social research methodology currently focuses on the proper combination between quantitative and qualitative research, aiming to be a "*tempering*" of the quantity, coupled with the pursuit of rigor of the quality. In the social work practice, analysis of documents relates to the premise that the social documents, the written and the material ones are presented as true "*social texts*" that provide information on a particular case and on the social context in which it is framed (Neamțu, 2003, p.296).

The Day Center Pro Vitam was established in 2005 and provides counseling, recovery, rehabilitation for the elderly, disabled, young people who have left the institutionalized system as well as abused women, with a capacity of 100 persons / month and monthly average of 80-85 beneficiaries. The center was established under a project developed in partnership with the County Council Caras-Severin, in line with national priorities related to "*the development of social services, namely the*

establishment of day centers for addiction counseling and prevention for disadvantaged people” funded by Ministry of Labor, Social Solidarity and Family.

The partnership concluded with the County Council Caras-Severin was conducted over a period of four years, during which the County Council has funded approximately 50% of the center's activities. Association of Charity Pro Vitam Resita through the activity they perform in the community is a good example in terms of phenomena “*relocation*” and dynamics of social services. Thus, the center runs the following activities:

- **counseling, recovery and rehabilitation BFT (spa physiotherapy)**; until 2014 psychological counseling, health, legal, administrative and economic elderly, abused women and young people from public care institutions were awarded to a number of 7172 beneficiaries. There were also conducted activities of recovery and rehabilitation through physiotherapy, physiokinetotherapy and massage, activities addressed to all categories of population (Rotariu M., Information, 2008, 2009, 2011). Among the therapies provided by this center it is worthy to mention the stigmatism and logopedics therapy. In 2012 the Association Pro Vitam Resita opened two offices, one in Caransebeş and other one in Mehedinti County in Drobeta Turnu Severin, these centers having an average number of 50 beneficiaries per month. In the same year 2012, it was also established a new center in Resita, the Polyclinic Pro Vitam (Rotariu M., Information 2012).

The occupational therapy and rehabilitation center Caransebeş was founded in 2012 with the specific recovery-rehabilitation, social reintegration, based on certain therapies as the type of occupational and rehabilitation therapies, with integrated services of recovery and rehabilitation at both county and regional level. The center has a capacity of 100 people/month, with an average number of services per month for 80-85 beneficiaries/month. It provided services to a total of 251 beneficiaries.

The center of occupational and rehabilitation therapy Drobeta Turnu Severin, has been operating since 2012 with social recovery-rehabilitation-reintegration specific through occupational therapy and rehabilitation therapies, providing integrated recovery and rehabilitation both at county and regional level. The center has a capacity for 100 people/month, with an average monthly service to a number of 80-85 beneficiaries. The center provided services to a total of 283 beneficiaries.

The Polyclinic Pro Vitam was established in 2012, with social recovery-rehabilitation-reintegration specific through occupational and rehabilitation therapies provide integrated rehabilitation and recovery services both at county and regional level, having a capacity for 100 seats/month, with the monthly average number of 80-85 services to beneficiaries. It provided services to a total of 253 beneficiaries. (Rotariu M., Information 2008, 2009, 2011).

The Center of Neurological recovery Pro Vitam is a residential center which was established in 2007, having a capacity of 55 seats, and provides services of socio-medical support, care, recovery and rehabilitation for people with mobility and neuropsychomotor disabilities, in ranges of 12 days. One important thing to note is that the center is the only socio-medical residential institution in the county profiled on

infantile recovery and rehabilitation. Neurological recovery center in Resita has a total of 30 employees.

- **Neurological recovery activities carried out in the Neurological Recovery Center Pro Vitam**; from the beginning until 2014, the service center received a total of 2,882 beneficiaries, mainly those from Caras-Severin (Rotariu M., Information, 2008, 2009, 2011). This center is the only neuromotor recovery clinic in Caras-Severin, operates under private hospital regime, with double financing through patient co-payment.

The "Pro Vitam House" - Shelter for victims of domestic violence has been operating since 2008. The Centre can provide hosting for fixed temporary term, from a minimum of 7 days to a maximum of 60 days, to a number of 6 people as it has a capacity of maximum 6 seats; it grants hosting legal, psychological and medical care, guidance and accompaniment to the beneficiaries, in order to obtain documents and identity papers or marital status, medical certificates, facilitation of access to other types of benefits and social services, information on social rights and available services as well as socializing. The shelter was founded through the national program "*Specialized service system support through partnership project financing destined to develop and maintain facilities to prevent and combat domestic violence*", provided in Annex. 8 at the Government Decision no. 197/2006 regarding the approval of the national interest in protecting the rights of persons with disabilities and social assistance for the elderly, the homeless and victims of domestic violence. In order to carry out the housing activities were concluded partnerships with the Police Inspectorate of Caras-Severin, Resita City Council, the General Directorate of Social Assistance and Child Protection Caras-Severin and County Social Services Agency Caras-Severin. It provided housing, legal, psychological and medical care to a number of 9 beneficiaries (Rotariu, Information, 2008, 2009 and 2011).

Respiro Center Pro Vitam was established in 2008 in order to provide temporary housing, support and care to adults with disabilities, with a capacity of 12 seats. The center provided services to a number of 21 beneficiaries. The center aims to provide a few days of "*respire*" to the people caring for a disabled person.

The **Training Centre** runs training activity for adults. The association is authorized as a training provider in the professions "*personal assistant of the severely disabled person*" and "*caretaker for the elderly*". Association Pro Vitam, first authorized in 2004 under "*caretaker for the elderly at their residences*" in Caras-Severin. Since then, they have been trained over 308 people, of which a good portion was employed in the association. The association also conducted training to over 873 personal assistants for people with severe disabilities.

Irecson Institute conducted a study in Caras-Severin, from January to October 2011, analyzing the problems encountered by social service providers. In the field of qualitative research there were conducted 20 interviews, involving five DGASPC accredited social service coordinators; four SPAS accredited social service coordinators and 11 representatives and coordinators of social services of certain private providers. There were also made two focus groups with GDSACP accredited experts and specialists of the private organizations, including the president of the Association of Charity Pro Vitam, Marinela Rotariu. Analyzing the results of the study

there was found that the most common problems faced by most social service providers were the lack of funds, position blocking, and personnel migration due to poor financial motivations.

4.2. Results and discussion

The Charity Association Pro Vitam Resita through the activity that they perform in the community is a good example in terms of “*relocation*” and dynamics phenomena of social services. We emphasize relocations regarding the establishment of new centers of this association, both in Resita and in other places in the county and country and relocations aimed at diversifying the services offered. There is an intermingling of social and health services, and between the range of services provided to beneficiaries who are individuals with varying ages (children, youth, the elderly), answering thus in an effective and appropriate way to the community needs. The case study also succeeded to illustrate eloquent relocations regarding the funding sources, despite the fact that the funds provided from the local and national level have been insufficient, the association has found alternative methods, and showed great flexibility and adaptation to the crisis, through the development of national and international projects and programs, managing to maintain the number of served clients.

Analyzing the results of the study it can be concluded that the associations such as the Association of Charity Pro Vitam presents alternative solutions related to the diversified services and the high standards that they offer, given that the local public sector does not provide this type of service or can not fully cover them. We emphasize the relocations aimed at partnerships between the public domain and governmental services.

The Charity Association Pro Vitam Resita, by setting up new centers, also ensures the creation of jobs and through the training service; it offers real opportunities for qualification and then employment. We also reveal that a large number of people who attended the offered training courses were employed in this association

5. CONCLUSIONS

After 1990, when there was actually a revival of the social work in Romania, there were a lot of relocations due to the new political and socio-economic context, which required the definition and creation of social policies adapted to the new needs that have emerged, or those hitherto unrecognized of the Romanian society in transition. The overall objectives of the work aimed at the new social economy that it is mentioned in the Romanian Law as one of the principles that aims at the building an inclusive society through social services relating to social welfare, social protection and social work or social assurance. Analyzing this period, we can mention the relocations that were made on the labor market in our country by the phenomenon of labor force mass migration in the European countries, and the alarming increase of the number of unemployed.

In this respect, in order to support the unemployed in the labor market in Romania, active policies promoting has been focused on, through alternative services

for their reintroduction into the labor market. The new social economy also seeks all those relocations regarding the changes that occur at the level of individual in the contemporary society, which is forced to adapt himself/herself to the new conditions, to become more reflective by developing the knowledge or retraining.

Other relocations also occurred in the legislation, with the adoption of new laws, strategies, methods and intervention measures in order to respond effectively to the current socio-economic issues. The main objective of the new social economy refers to the poverty combating and social exclusion in order to achieve an inclusive society, but in the case of our country, if we introduce these variables into the equation, the solution is not represented by an inclusive society.

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