

# A JOB TYPOLOGY FROM THE NEW COHESION POLICY PERSPECTIVE

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## Abstract

*The recent "World of Work Report 2014-Developing with jobs of ILO" emphasis that developing countries have been confronted with the need to rebalance their economies and find new sources of economic growth and job creation. On this background on European level the cohesion policy in 2014-2020 it will be the EU's principle investment tool for delivering the Europe 2020 goals: creating growth and jobs, tackling climate change and energy dependence, and reducing poverty and social exclusion. In this article we iterate the main jobs definitions and classifications able to respond to the goals of these new policies. The proposed jobs classification covers the active national legislation and European main policies concept and definitions, by type of jobs funding/ subsidy typology and novelty (green jobs, greening jobs, new jobs, vacancies, etc.) - criteria in view to support the quality jobs creation as engine for a sustainable development. The job typology from the cohesion policy perspective represents our research result that provides a useful instrument for the practitioners in the new strategic cycle 2014-2020.*

**Key words:** jobs typology, cohesion policy, public policy

**JEL Classification:** J68 Public Policy; J23 Labor Demand

## I. Introduction

The Strategy "Europe 2020" is targeted to ensure an intelligent economic growth through more efficient investments in education, research and sustainable innovation, a decisive orientation towards an economy with low levels of carbon dioxide emissions and favoring inclusion, stressing the need to create new jobs and diminishing poverty. The Strategy is structured around five ambitious objectives concerning employment, innovation, education, poverty reduction, energy and climate<sup>4</sup>.

There are also seven "flagship initiatives":

- A.) a digital agenda for Europe: valorization of ITC potential in a Europe weakened by the economic crisis,
- B.) youth in movement
- C.) a Union of innovation
- D.) an integrated industrial policy for globalization era
- E.) an agenda for new competencies and jobs: the European contribution to a full employment
- F.) the European platform against poverty and social exclusion: an European framework for social and territorial cohesion

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<sup>4</sup> Strategy Europe 2020

G.) An efficient Europe as regards the use of resources<sup>5</sup> encourages us to deploy all efforts for the establishment of a new economy, to contribute efficiently to important changes on labor market, in the character of labor and on jobs. The most important change concerns the nature of WORK – which will put a stronger stress on thinking and creativity. Consequently, it becomes necessary to study how the work will be modified, which will be the new activities fundamentally changing the jobs typology, especially when considering the processes related to environment and a society based on information and knowledge. According to ITC experts' opinion, “at the beginning of the third millennium we are speaking about the information society as a new stage in the development of human civilization, a new revolution of information technology and communications (ITC) and of the nature of work. A must for the establishment of the information society is the need of understanding its new governing mechanisms and rules, its objectives and the possibility of making from the remote work a new type of production, both productive and free from patterns, routine and inefficiency”<sup>6</sup>.

Equally important is the concept of "green economy" used to define a sustainable development, the creation of jobs and, implicitly, ensuring quality of life increase, diminution of environment risks and social deficit. “The concept of green economy designates a particularly complex reality, an assembly of activities that can be found in all economic branches, having as a common feature their direct junction to the environment in an effort to protect its quality and stop its degradation, conserve or reestablish the natural equilibriums, save the non-renewable resources, including by identifying and promoting alternative solutions”<sup>7</sup>.

Certainly, the new green activities, specializations, professions and jobs have been already developed. The recent “*World of Work Report 2014 - Developing with jobs*”, issued by the International Labor Organization (ILO) pointed out that developing countries are facing the need of rebalancing their economies and finding new sources of economic growth and job creation.

At European level, the policy of cohesion 2014-2020 will be the main EU instrument of investments needed for attaining the objectives of the Strategy “Europe 2020”: economic growth and job creation, fighting climate changes and energy dependency, reduction of poverty and social exclusion.

## **Defining jobs from the perspective of the new policy of cohesion**

The **workplace** in its largest sense, from a semantic and linguistic perspective, is defined by the Explicative Dictionary of the Romanian Language<sup>8</sup> as part of the territory of an economic unit where a worker or a group of workers execute certain operations with the view to obtain a production, using specific tools and technical equipment. There is also a second sense, that of **job**, which is defined as the framework where a certain activity is deployed in order to get an income under legal job relations that are established.

The object of our study aims mainly to make a brief inventory of main definitions and classifications of jobs that comply with the new policy of cohesion. The classification of jobs takes into account the national legislation in force as well as the main definitions and concepts based on the European policies, also following the type of jobs financing and typology, the type of subsidies and the degree of novelty (*green jobs, ecological jobs, job vacancies, newly created jobs etc.*). They serves also as criteria to support the creation of high quality jobs as a driving force for a sustainable development.

As already mentioned, the third priority of the Strategy “Europe 2020” of “inclusive growth” has as objective the fight against poverty and social exclusion, the focus being directed towards vulnerable groups as women, youth, emigrants, aged persons. This concerted action is included in the initiative “**An agenda for new competencies and jobs**”. Such an initiative aims to modernize the labor market and grant more autonomy to citizens by lifelong developing their competencies, increasing the rate of participation on the labor market and a better correlation of labor demand and offer, also by a better

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<sup>5</sup> România și Strategia *Europa 2020*, Reforme naționale pentru creștere inteligentă, durabilă și favorabilă incluziunii la orizontul anului 2020, Departamentul pentru Afaceri Europene, București, martie 2011 [http://www.fonduri-ue.ro/res/filepicker\\_users/cd25a597fd-62/Documente\\_Suport/Studii/1\\_Studii\\_POR/10\\_Romania\\_si\\_strategia\\_ue\\_2020.pdf](http://www.fonduri-ue.ro/res/filepicker_users/cd25a597fd-62/Documente_Suport/Studii/1_Studii_POR/10_Romania_si_strategia_ue_2020.pdf)

<sup>6</sup> Noua economie, Prof.dr. Ion Gh.ROȘCA, prof.dr. Bogdan GHILIC-MICU, Asist. dr. Marian STOICA, Revista Informatică Economică, nr. 1 (21)/2002 <http://revistaie.ase.ro/content/21/rosca%2Bghilic%2Bstoica-ie21.pdf>

<sup>7</sup> *Economia verde și locurile de muncă verzi. Dezvoltarea conceptului de locuri de muncă verzi la nivel internațional*, Coordonator, Eugen Preda – *Expert ocupare și piața muncii*, din cadrul proiectului Programul Operațional Sectorial Dezvoltarea Resurselor Umane 2007-2013, Investește în Oameni! „GREEN JOBS – Crearea unui sistem de analiză și monitorizare a locurilor de muncă verzi în România”. Editor ANOFM, martie 2014, [http://proiect.locuridemuncaverzi.ro/upload/pdf/Studiu-international\\_A4\\_final\\_RO\\_preview.pdf](http://proiect.locuridemuncaverzi.ro/upload/pdf/Studiu-international_A4_final_RO_preview.pdf)

<sup>8</sup> Definition from the Explanatory Dictionary of the Romanian Language (<http://dexonline.ro/>)

professional mobility. Consequently, the problem of transforming the traditional economy into a more efficient one from the perspective of both human and natural resources should be overall dealt with, making clear all aspects that could contribute to achieve such a change. There should be also understood that changes have already occurred and they will continue to be present also during the employment. Such changes have been perceived by the actors on the labor market and signaled also by the researchers of the labor market. The objectives announced by the new policy of cohesion impose new qualitative and quantitative shadings when describing a job, generally beyond the already consecrated terminology on the labor market.

A reviewing of the main definitions utilized for jobs in the context of the policy of cohesion could be made from a double perspective: – the terminology already consecrated on the labor market and represented in the international statistical classifications and various terminological aspects still under public debate, like the green jobs, work in digital environment, precarious jobs.

## Reviewing the consecrated labor terminology

### Classification of jobs, according to the international statistical methodologies:

- ESA - European Standard Accounts 1995: "A job is defined as an explicit or implicit contract (related to the provision of labor input and not to supplying output of goods or services) between a person and a resident institutional unit to perform work (activities contributing to the production of goods or services in the production boundary), in return for compensation (including mixed income of self-employed persons), for a definite period of time or till further notice.

**The concept of job is different of the concept of employment as employment could refer to several jobs of a the same person.** A person could have several successive jobs in the same period of reference (usually within a week) or a job in the evening and another one the day, performing both successively.

On the other side, such a situation excludes the persons that temporarily are not present at the workplace but somewhat they are linked with the related job, have a proof of their absence and a guarantee for coming back to work or there is an agreement on the date of return. Through such conventions with a person interrupting the work for reasons of unemployment or training, the respected jobs are not counted by the system"<sup>9</sup>.

- SNA 93: *System of National Accounts, 1993*, European Commission, IMF, OECD, United Nations, World Bank - "The **jobs** are contracts (explicit or implicit) between a person and a an institutional unite to perform work in return for compensation (or a mixed income), for a definite period of time or till further notice"<sup>10</sup>;

- OECD Programs for Labor Market - "programs (public or non-profit) for the creation of jobs for limited duration and, in some cases, of normal jobs in the public sector or for non-profit organizations, intended for unemployed persons";

- OIM – ISCO 88: The Standard International Classification of Occupations (ISCO) is one of the main international classifications for which ILO is responsible. ISCO classifies the occupations and makes part of the international family of economic and social classifications:

„A job is defined for the purpose of ISCO-08 as a set of tasks and duties performed or meant to be performed by a person, including for an employer or a self-employed person. An occupation is defined as a set of jobs whose main tasks and duties are characterized by a high degree of similarity. A person could be associated with an occupation through the main job currently held, a second job or a job previously held. Jobs are classified with respect to the type of work performed or to be performed. The basic criteria used to define the system of major, sub-major, minor and unitary groups are under the "skill level" and "skill specialization" required to competently perform the tasks and duties of the occupations."<sup>11</sup>

- Eurostat<sup>12</sup>: „a job is defined as an explicit or implicit contract (relative to the supply of manpower, not for supplying a service) between a person and an institutional unit where the work is performed (activities that contribute to the production of goods or services in the production boundary), in exchange for a compensation (including the income of persons being self-employed), for a definite

<sup>9</sup> <http://stats.oecd.org/glossary/detail.asp?ID=1472>

<sup>10</sup> <http://stats.oecd.org/glossary/detail.asp?ID=1471>

<sup>11</sup> Resolution Concerning Updating the International Standard Classification of Occupations <http://www.ilo.org/public/english/bureau/stat/isco/docs/resol08.pdf>

<sup>12</sup> <http://forum.europa.eu.int/irc/dsis/nfaccount/info/data/esa95/en/een00470.htm>

period or till a further notice<sup>13</sup>. This definition refers to both employee and self-employed. In such a situation the definition encompasses both the employee working for an institutional unit and the employer that is part of the same institutional unit.

Definition of a vacant job<sup>14</sup> according to Eurostat: a vacant job is a job either newly created but not yet occupied or supposed to be no longer occupied, for which the employer actively seeks (by any type of necessary additional measures) an adequate candidate from outside the company to be hired immediately or in the forthcoming future. Although the definition asserts that a vacant job should be proposed to candidates outside the company, such a situation does not exclude the possibility of an intern candidate to be designated for this post. Nevertheless, a job designated only to internal candidates could not be considered a vacant job.

### **I. Definitions in the national legislation**

The Law 76/2002 concerning *the system of assurances for unemployment and the stimulation of occupation* define at Art. 59) a job as being the framework where and activity is performed in order to get an income and where the judicial relations of work or the judicial relations of service are established. Thus, a job seeker represents the person making demarches necessary to find an occupation, by its own possibilities or by registering with the Agency for employment acting in the area where the person has its residence or domicile or with another supplier of employment services, accredited according to law provisions. Consequently, the Agency for Employment has the obligation to identify all vacant jobs at the employers and make them known to persons seeking a job, a procedure pertaining to the process of labor mediation<sup>15</sup>.

### **II. Non-consecrated terminology on the labor market induced by the need of acquiring new competencies for new jobs**

The terminology on the labor market includes definitions and concepts determined by the policy of cohesion and job classification from an occupational perspective induces the need of acquiring new competencies for new jobs, as follows:

#### **A1. The green jobs**

There are preoccupation of several international bodies and institutions like Eurostat, OECD, the European Commission, UN Environment Program (UNEP), International labor Organization (ILO), International Organization of Employers (IOE) and International Trade Unions Confederation (ITUC), which are focused on the green sector and the jobs related to it and deals with the matters concerning either activities strictly linked to the environment protection and the management of natural resources, or in other cases linked with traditional domains that require new competencies (agriculture, animals and even golf) or activities that are not green per se, do not induce modifications requiring new competencies, but could indirectly contribute to the reduction of the negative impact on environment.

From the perspective of reducing the negative impact on environment, following definitions could be presented:

Definition of green jobs adopted by the Agency for Employment for the project "Green Jobs" -"jobs enabling persons performing them to contribute to the reduction of the negative impact on environment produced by the activities of different economic sectors on environment, towards preservation or restoration of environment quality, the implementation of alternative solutions for replacing the consumption of non-renewable or polluting resources.

The activities defining the green jobs:

- activities having as object the correction, reduction or removal of noxious effects of people's activities on natural environment, as well as the prevention and removal of the disastrous effects of natural calamities;
- Activities producing goods or services in a form protecting the environment;
- Activities of control and prevention of environment degradation;

<sup>13</sup> Sursa: Eurostat, "European System of Accounts – ESA 1995"

<sup>14</sup> Sursa: [http://epp.eurostat.ec.europa.eu/cache/ITY\\_SDDS/EN/jvs\\_esms.htm](http://epp.eurostat.ec.europa.eu/cache/ITY_SDDS/EN/jvs_esms.htm)

<sup>15</sup> Law 76/2002, *republished, concerning the assurances for unemployment* the stimulation of employment, published in The Official Monitor nr. 103 of 6 February 2002. \* Law nr. 76/2002 updated at [Law nr. 250/2013](#)  
(1) Labor mediation is the activity through which the employers are connected with the job seekers, with a view to establish relations of work or service.

• Activities performed in traditional sectors in order to ensure the scientific, technical, technological and administrative support for technological processes in the green economy<sup>16</sup>.

Definition of green jobs adopted by DARES (Department for the Advancement of Research, Studies and Statistics, France), March 2012, examined the typology and characteristics of such jobs:

- The **green jobs** are defined as jobs, whose purpose is to measure, prevent, control and correct the negative impact and damages on environment;
- the **turning green jobs** are not directly linked to the environment but they integrate new competencies pertaining to the "environmental dimension", in a significant and measurable way<sup>17</sup>.

### Other approach concerning the green jobs definition

Such an approach considers the impact or the effect that the result of the work/activities (products and services) has on the environment, as well as the objectives of such activities, whether they are or not directed towards reducing the emissions of gas of greenhouse effect. It has been noticed that there are differences as regards the way in which the green jobs are defined, a fact recognized at EU level. Moreover, there is no statistical definition AND ITS LACK makes difficult the gathering of comparable data and information or the assessment of effects that the green economic policies have on the employment.

Another aspect to be considered is the fact that the green jobs are regarded as a dynamic concept dynamic that is developing alongside with the progress in the field of environment more friendly technologies and, even more, such jobs should be reanalyzed in a relatively short interval of time in order to see if they parallel the technological progress. The single source of harmonized data at EU level about employment linked with environmental activities is Eurostat, which gather data about the so-called "eco-industry", that is about the sector of goods and services concerning environment. There is no registration or classification system for the green jobs. The most complex way of jobs defining and promoting, including the green jobs, is that used by the Public Employment Service of USA. In EU, a similar system is implemented in France by the Public Employment Service, which developed, on the basis of their own definition, a special data basis regarding the „green growth”, which presents complex and rather complete information.

However, the lack of a statistical definition unanimously recognized at the international level represents now a subject of debate within ILO and the European Centre for the Development of Vocational Training (Cedefop). Although a particular attention was given to promoting measures and policies for the transition to the green economy, the subject of defining and identifying the green jobs, as well as the establishment of specific data bases is relatively new even at EU level.

## A2. The digital jobs – transition to Cloud

The move to a new paradigm namely from the information society to the virtual society had a major impact on the way individuals are performing their activities, communicate and share their knowledge through cooperation.

The effects of the virtual society can be noticed at all dimensional levels and its complexity is increasing at the same time with the integration in the virtual space<sup>18</sup>: **the digital work<sup>19</sup> represents the organization of human experiences with the help of the human brain, a digital mass-media creating new products.**

The last two decades the computer-aided activity and through the internet connecting has changed the way the work is performed. New activities and new professions have appeared, changing dramatically the concept of labor. According to researchers, the digital work<sup>20</sup> is a concept that stands as an essential basis for the discussions devoted to economic policies for internet (see Burston, Dyer-Witthford and Hearn 2010; Fuchs and Dyer-Witthford 2013; Scholz 2012). The basic argument in

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<sup>16</sup> Liliana Anghel - Coordinator studies employment and labor market, Julia Cristina Vanghele - Expert employment and labor market; the comparative study concerning the system of green jobs identification and registration in five EU member states was made in the period November 2011 - August 2012 by an expert team in the project „GREEN JOBS – Establishment of a system of analysis and monitoring of green jobs in Romania, *The Green Economy and the Green Jobs. Development of the concept green jobs at international level*, pg.23

<sup>17</sup> Ast, D. and Margontier, S. (2012), [Les professions de l'économie verte: typologie et caractéristiques \(326Kb PDF\)](#), Dares Analyses No. 18, DARES, Paris.

<sup>18</sup> Al. Ionut Roja, Emergence of virtual organizations, result of the technical and technological progress, [www.agir.ro/buletine/1569.pdf](#)

<sup>19</sup> What is digital labour? What is digital work?

<sup>20</sup> DIGITAL LABOR, The Internet as Playground and Factory. Edited by Trebor Scholz, First published 2013 by Routledge 711 Third Avenue, New York, NY 10017 Simultaneously published in the UK

this debate is the fact that the prevailing model of capital accumulation on contemporary corporatist internet platform is based on the exploitation of users' non-paid work, which are committed to content development and use of blogs, social networking sites, wiki, micro blogs, sites sharing content for entertainment etc. All these activities create value and generate profit (Fuchs 2010b). The online activity creates content, social networks, data about users' localization, navigation and preferences etc. Such an activity is both amusing and a job at the same time, but the work performed as a play creates a specific commodity, that means data (information), which is further sold to the clients of publicity.

### Work in virtual space

Here are some domains where the digital work can have an immediate application: health, agriculture, ecological economy, education and other emerging services<sup>21</sup>.

### III. Terminology on labor market induced by the need of its modernization

Definitions and concepts induced by the policy of cohesion, job classification from the perspective of flexicurity induced by the need of modernizing the labor market:

#### B1. Definition of the standard job

According to the standard model of employment, a worker has an employer, works the whole year with complete norm at employer's head office, enjoys extended legal benefits and rights and expects to be employed on unlimited term (ECC 1990, Schellenberg and Clark 1996; Vosko 1997)<sup>22</sup>. What is different from the standard was described variously, but regularly using only two specific terms "*non-standard*" and "*contingent*"<sup>23</sup>. *Non-standard* is widely used in Canada (Krahn 1991, 1995), *contingent* in the United States (Polivka and Nardone 1989; Polivka 1996). The non-standard jobs correspond mostly to the needs of a person employed for the life duration, as they allow a mix between a half-norm job and a complete norm job, e.g. for the duration of studies. The reasons are different when they are employed or self-employed. The findings indicate that there are compromises when the education or the family care for women or men (see also Vosko 2002). The data indicate that the women performing independent activities as self-employed have the equilibrium between job and family as the main reason for being self employed, while only a few men have produced such a justification.

Worth signaling that only, one quarter of the self-employed have become professionals as they could not find a job with the desired pay. The long-term changes concerning the ratio of non-standard jobs may signal changes of the wider economic and social conditions. The contracts for non-standard jobs marked the passage from the use of occasional jobs to a **precarity of jobs** in order to replace the workers employed with a complete norm. So **the term went to include more jobs offering less security compared with the standard jobs as regards working hours, incomes and benefits**. A result of the precarity is that certain groups of people under 25, recent immigrants and minorities are facing a descending pressure on wage incomes and working conditions. At the beginning of 1990's, the percentage of people with non-standard jobs increased considerably (Krahn 1991, 1995).<sup>24</sup>

#### B2. Definition of non-standard job and the contingent employment

The essential aspect of a non-standard job is its insecurity (Krahn, 1991). In Canada the classification of the non-standard employment includes four situations:

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<sup>21</sup> *Digital opportunities: Innovative ICT solutions for youth employment*, Telecommunication Development Sector, ITU 2014, [http://www.itu.int/en/ITU-D/Digital-Inclusion/Youth-and-Children/Documents/YouthReport\\_2014.pdf](http://www.itu.int/en/ITU-D/Digital-Inclusion/Youth-and-Children/Documents/YouthReport_2014.pdf) (This report was developed and published by the International Telecommunication Union (ITU), and grew out of the youth employment and entrepreneurship initiative between ITU and Telecentre.org Foundation. The partnership seeks to advance youth employability, entrepreneurship, and social inclusion by addressing challenges surrounding integrating young people into the employment market, highlighting innovative approaches and uses of ICTs, and providing pathways to boost self-development, knowledge, and skills.)

<sup>22</sup> Leah F. Vosko, Nancy Zukewich and Cynthia Cranford: Precarious jobs: A new typology of employment, October 2003 Vol. 4, nr. 10; <http://www.statcan.gc.ca/pub/75-001-x/01003/6642-eng.html>

<sup>23</sup> CONTINGENT, -Ă, *contingenți*, -te, s. n., adj. I. 1. S. n. Totalitatea cetățenilor născuți în același an și luați în evidența comisarierilor militare; *p. ext.* anul recrutării; leat. 2. Grup de oameni având o compoziție omogenă. 3. (Înv.) Contribuție. 4. Plafon cantitativ până la nivelul căruia este limitat de către unele guverne importul sau exportul unor mărfuri din sau în alte țări. II. Adj. Care poate să fie sau să nu fie, să se întâmple sau să nu se întâmple; întâmplător, accidental. [Var.: contigént s. n.] – Din fr. contingent, lat. contingens, -ntis.

<sup>24</sup> Leah F. Vosko, Nancy Zukewich and Cynthia Cranford: Perspectives on labour and income. The on-line edition, October 2003. Vol. 4, no 10. <http://www.statcan.gc.ca/pub/75-001-x/01003/6642-eng.html>

1. *employment with part-time;*
2. *temporary work, on definite time or on seasonal contract, agent for temporary work or all other jobs with a pre-established definite end time;*
3. *self-employment (a person performing independent activities without paid employees);*
4. *Jobholding - two or more competing jobs (Krahn 1995).*

**A definition of the non-standard jobs includes only the work with a fraction of norm and temporary jobs, so that it can focus on several specific forms of jobs.** The reason for excluding the *jobholdings* is that the complete-norm workers which have a second job are not necessarily in an unsecure situation. They are neither professionals, as they have a continuous relation of work (Krahn 1991) on their own account. Certain researchers included also the work in shifts in their definition of the non-standard job (Sunter 1993; Siroonian 1993; Galarneau 1994).

In the USA there were three different definitions for the contingent job. The definitions refer only to persons employed on a temporary basis. Such an approach corresponds to the definition used by the Canadian statistics on temporary jobs. A second definition narrows its scope to an employment for a very limited duration, by including the employees that expect to work at the actual workplace for at least one year but no more than five years and have worked for their present employer less than one year. A third definition completes the second by including the independent workers that expect to be or were in such a situation for one year or less. The extension of the non-standard job concept contracts with the specificity of American definitions of contingent labor. The most spread definition on non-standard jobs includes the first definition on contingent employment, which makes the temporary work the only common element for both situation. The distinction between the complete norm job and the part-time norm job is not considered in the concept of the contingent job.

The transition to non-standard jobs was determined by the insecurity of the labor market (Broad 2000; Vosko 2000; Luxton and Corman 2001). It indicates important qualitative differences in a large array of non-standard situations, employment with an increasing diversity of labor situations.

### **B3. The precarious jobs**

The European researchers advanced the idea that the "**precarious job**" means an alternative to the **non-standard employment**.

Another approach (Rodgers, 1989) identifies four dimensions needed to establish whether a job is precarious. The first is the degree of certitude of a job, pointing out the time horizons, but also the risks of losing the job. The second dimension implies the problem of control over the working process, which connects this dimension to the existence or absence of a trade union and consequently, the control of working conditions, salaries and working tempo. The third dimension is the degree of protection, if the worker has access to an equivalent level of protection by the trade-unionist representation or by law. The fourth dimension is the critical element of incomes. A certain job can be considered secure in the sense it is stable and on a long term, but precarious from the angle of salary win.

The breaking down of manpower into a typology of exclusive forms of work is a way to better understand the inherent heterogeneity in widely defining the non-standard jobs. The first step differentiate the employees that perform independent activities. Such a distinction refers to a key dimension of precarious employment: the degree of protection by the legislation as many of those performing independent activities are excluded from the process of collective negotiations and from the legislation on standard jobs. (Fudge, Tucker and Vosko 2002). The self-employed workers are, no doubt, in a more precarious situation than the employers that perform independent activities (Hughes 1999, Fudge, Tucker and Vosko 2002).

According to this typology, the raise of the non-standard employment at the beginning of 1990's was stimulated by the increase of the self employment and of those with complete norm of temporary jobs. Although the employees with permanent complete norms jobs still represent the most part of the jobs, this kind of work has become less frequent.

The percentage of the self-employed persons performing independent activities increased, while the percentage of employers performing independent activities diminished, suggesting that more people were employed under precarious conditions of self-employment. Young people were most susceptible to be employed in precarious jobs.

### **B4. Self-employed jobs**

They are jobs where the pay is directly dependent upon the gains (or gain potential) derived from the produced goods and services (where the personal consumption is considered part of the gains). The undertakings determines that the operative decision affect the enterprise or delegate such a decision

when the responsibility for enterprise welfare is established (in such a context, „enterprise” includes the operation of a single person). Among young people the probability of temporary job increased between 1989 and 2002, while the percentage of permanent jobs with complete norm decreased.

Concluding: The non-standard job, defined as a job on part-time, the temporary work on personal account, the self-employment or jobholding increased at the beginning of 1990's, but stabilized starting in 2002. Such a situation suggests that the extended definition of non-standard **jobs is too heterogeneous to reflect aspects of employment under precarious conditions**. To measure the stability and precariousness of jobs a new jobs typology is needed what means a structural approach. Definitions are given for a series of categories linked to the characteristics of less stable jobs and further the trends within these categories are explored. But the characteristics of a job could change in the meantime. The temporary jobs can be used as devices of finding permanent high quality employees. The part-time jobs can change into jobs with complete norm. Independent contractors can become employees of their clients. In such a way, an alternative measure simply shows that they could put a different light on the stability of a job<sup>25</sup>.

The crisis had a negative impact on the quality of employment in most countries; thus the temporary jobs and the part-time jobs, the poverty at the workplace, the informal work, the wage polarization and inequality of incomes increased significantly (Bell and Blanchflower, 2013). In the EU, the ratio of those who accepted the involuntary temporary work increased with 1.1 percentage points between 2008 and 2012, while the weight involuntary half-norm jobs increased with 2.4 percentage points in the same period. Many workers were obliged to accept badly paid jobs, so that the quote of those with low pays attained 17% in the European Union in 2012, a worrying increase of the ever bigger number of poor workers<sup>26</sup>.

### Final remarks

The job has numerous meanings and a central role in the policy of cohesion. The efficiency of implementing the policy of cohesion is strongly influenced by the utilization of specialized instruments used to define the target-group, of the activities and programs developed for these beneficiaries. The target groups at both European and national level are strongly differentiated by their capacity of employment in a very wide spectrum. The distribution of manpower after the capacity of employment in adequate jobs is strongly conditioned by the definition of jobs according to these laws. The refining of definitions related to jobs as an instrument specific of the policy of cohesion represents a European and national priority. Our article has brought to the attention a vast domain of interdisciplinary, so far not dealt with in its completeness, with direct implications on the whole process of developing and implementing the policy of cohesion.

The steady development of the economy prompts an updating of the terminology consecrated to jobs as definitions and concepts, statistical methodologies of measurement, instruments for regulating the policy of cohesion etc from a double perspective - that induced by the need to acquire new competencies for new jobs and the other one by the need of modernising the labor market in all its aspects of flexicurity under proper conditions of increasing the quality on employment. All these preoccupations require attention and responsibility for elucidating the typology of jobs in the new economy of the new milenium.

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Def. DEX: CONTINGENT, -Ă, *contingenți, -te*, s. n. adj. I. 1. S. n. Totalitatea cetățenilor născuți în același an și luați în evidența comisariatelor militare; *p. ext.* anul recrutării; leat. 2. Grup de oameni având o compoziție omogenă. 3. (Înv.) Contribuție. 4. Plafon cantitativ până la nivelul căruia este limitat de către unele guverne importul sau exportul unor mărfuri din sau în alte țări. II. Adj. Care poate să fie sau să nu fie, să se întâmple sau să nu se întâmple; întâmplător, accidental. [Var.: contigént s. n.] – Din fr. contingent, lat. contingens, -ntis;

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