

Center for Strategic Studies and Reforms (CISR)

Unemployment in Moldova

Opinion Poll

Findings of the Study

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Table of Contents

Introduction

1. Methodology, procedures of the Study

2. Employed, unoccupied and unemployed

2.1. Definitions

2.2. Unemployment: typology and extent

2.2.1. Hidden unemployment

2.2.2. Revealed unemployment

a) Method of dismissal

b) Causes of job termination

c) Methods of search for a job

d) Legal status of enterprises and unemployment

e) Profession and unemployment

f) Work tenure and unemployment

g) Work tenure at the last place of work

h) Motivation of professional orientation of the unemployed while choosing a profession

i) Duration of unemployment

3. Social parameters of unemployment

3.1. Gender and age

3.2. Ethnical origin

3.3. Education

3.4. Marital status

a) Civil status

b) Children

3.5. Regional peculiarities of unemployment

4. Orientation of the unemployed in the future

4.1. Attitude towards unemployment

4.2. Welfare situation of unemployed

4.3. Professional preferences of the unemployed

4.4. Migration abroad

4.5. The unemployed and Centers of employment

Conclusions and policy implications

Annex: Questionnaire

Introduction

Transition to a market economy is associated with the advent and development of labor market. The causes are the following: property reform, privatization of enterprises and land, transformation of the state sector and formation of the private one, development of entrepreneurship and self-employment, rise of the population's mobility both within the "employed" category, inside the country, and regarding migration abroad.

At that, in all countries of the transition economy, including the Republic of Moldova, the 90s are distinguished by reduction of employment and rise of unemployment, especially in the first years of the transitional period. Later, official statistics usually registers stabilization of the level of logged unemployment (about 2.0% in 2000 for Moldova). But, it is just a top of the iceberg.

In the reality, more complex processes take place: gap between registered and general unemployment (determined by the ILO methodology) increases, extent of hidden and chronic unemployment rises, outward migration of labor force grows and socio-demographic characteristics of the unemployed change, etc.

Due to this cause, *evaluation of the phenomenon of unemployment by the population itself* is very important. Which factors are responsible for reduction in employment level in the Moldovan economy? How do various demographic and social groups of population react to factors pushing them out of employment? What do these people support themselves? And what are their intentions as regards search for work?

Taking into consideration this circumstance, the targeted poll was realized by the Center for Strategic Studies and Reforms (an NGO) within the framework of a more wide research "*Unemployment in Moldova*", initiated by the US Agency for International Development (Barents Group, Fiscal Reform Project).

The survey was realized throughout the territory of the Republic of Moldova (except for Transnistria), including municipalities of Chisinau and Baltsi, 9 towns and 31 rural settlements. The poll embraced 1284 respondents. Participation in the poll was absolutely free with the respondents themselves choosing the communication language. Data processing was based on the SPSS standard.

Executors: Anatoly Gudym, CISR, economist, coordinator of the project; Valentin Tsurcan (Moldovan State University), Mihai Sleahitschi (Baltsi University), Tatiana Zbarciog (Cahul University) – sociologists; Anatol Bucatca, CISR, statistic; Andrei Tsurcan, CISR, lawyer; Ion Jigau (Moldovan State University), programmer; 63 persons with higher education – interviewers.

1. Methodology, procedures of the Study

National scale opinion poll “Unemployment” was realized with a view to obtain information directly from the population that would characterize different aspects of labor relations. At that, the main emphasis was made at exposure of the nature and scale of the unemployment, forms of its manifestation and social consequences.

Terms: The survey was carried out from 24th August up to 3rd September, 2001, in 2 municipalities (Chisinau and Baltsi), 9 towns and 31 villages. Coordination and supervision were done by working group consisting of sociologists: V. Tsurcan, M. Sleahititschi, and T. Zbarciog (correspondingly the Moldovan State University - Chisinau, Baltsi University, and Cahul University) with participation of 63 interviewers.

The goals of the study: to determine on the basis of sociological data share of active (including those employed and unemployed) and inactive population in composition of the population of the Republic of Moldova older than 15; to reveal objective and subjective causes of unemployment in Moldova, attitude towards status of the unemployed in the Moldovan society; to elaborate practical recommendations for the Government aimed at perfection of processes of labor force regulation and utilization, including the unemployed, on the labor market.

Starting from the goals put by, the study has the following tasks:

- determine share of unemployed in composition of Moldova’s population of 15 and older;
- determine motives and causes of the unemployment;
- establish unemployment structure: sex and age, education, region, settlement, ethnic origin.
- establish types of unemployment in dependency to duration of time from dismissal from the last work place;
- determine correlation between legal status of enterprise and unemployment;
- determine methods the unemployed use while searching for a job;
- establish attitude of unemployed persons towards Centers of employment.

The object of the study is population of the Republic of Moldova older than 15 that serves as a source of information:

- on types of participation and nonparticipation of the population in economic activity (active, inactive, etc.);
- on motives and causes of labor force movement on the labor market;
- on motives and causes of unemployment, etc.

Logical analysis of the main notions. The main notion bound to logical analysis is “unemployed share of the population of the Republic of Moldova”.

Unemployed, according to the ILO definition, are persons over 15 years old that during the analyzed period meet the following conditions:

- have no job and do not fulfill any activity in order to receive income;
- search for a job using different methods during the last weeks;
- are ready to start working in the nearest 15 days if a job emerges.

Active population are persons that offer labor force for production of goods and services, including employed population and unemployed.

Employed population are persons that practice any economic or social activity producing goods or services in order to receive income in form of earned income or other incomes.

Registered unemployed are able citizens of able age that have no job, legal income and are registered at Centers of employment of the population as persons searching for a work place and willing to work.

Determination of sample aggregate. Sample totality was formed of 1284 households where 1284 respondents were interviewed. A verification of 20% of the sample aggregate was done. In the process of verification violations were registered and 33 questionnaires were excluded from processing.

Total volume of the sample of 1251 persons guarantees sufficiently trustworthy results of the study.

Method of stratification of general totality was used in the survey. It was divided into 4 socio-economic regions of Moldova – North, Center, South and South-East; urban and rural population and 5 national-ethnic groups: Moldovan, Ukrainian, Russian, Gagauz and Bulgarian. Sample of urban population was formed according to the share of population living in municipalities (27.2%) and cities (14.9%). Rural population (57.9%) was distributed according to principle of large, medium and small rural settlement in dependency to number of its population.

The sample included: 2 municipalities – Kishinev and Baltsi, towns – Calaras, Stefan-Voda, Nisporeni, Cimislia, Ciadar-Lunga, Comrat, Soroca, Rascani, Ocnita and 31 rural settlements.

Selection of sectors and streets was realized according to historically formed structure of settlements. At that, division of a settlement into “new” and “old” parts, types of buildings – one-storied and many-storied, etc.

Data collection techniques. In order to collect sociological information, method of formalized (standardized) interview was used. With the help of this method, contact between an interviewer and a respondent was strictly regulated by specially elaborated *Questionnaire* and *Instruction* that are meant for interviewers (attached to the Report). With that end in view, there were mainly closed and 8 open questions used in the Questionnaire (out of 105 questions). Method of the formalized interview with predominance of closed questions allowed reducing to the minimum of subjective impact of interviewers on the quality of the data obtained.

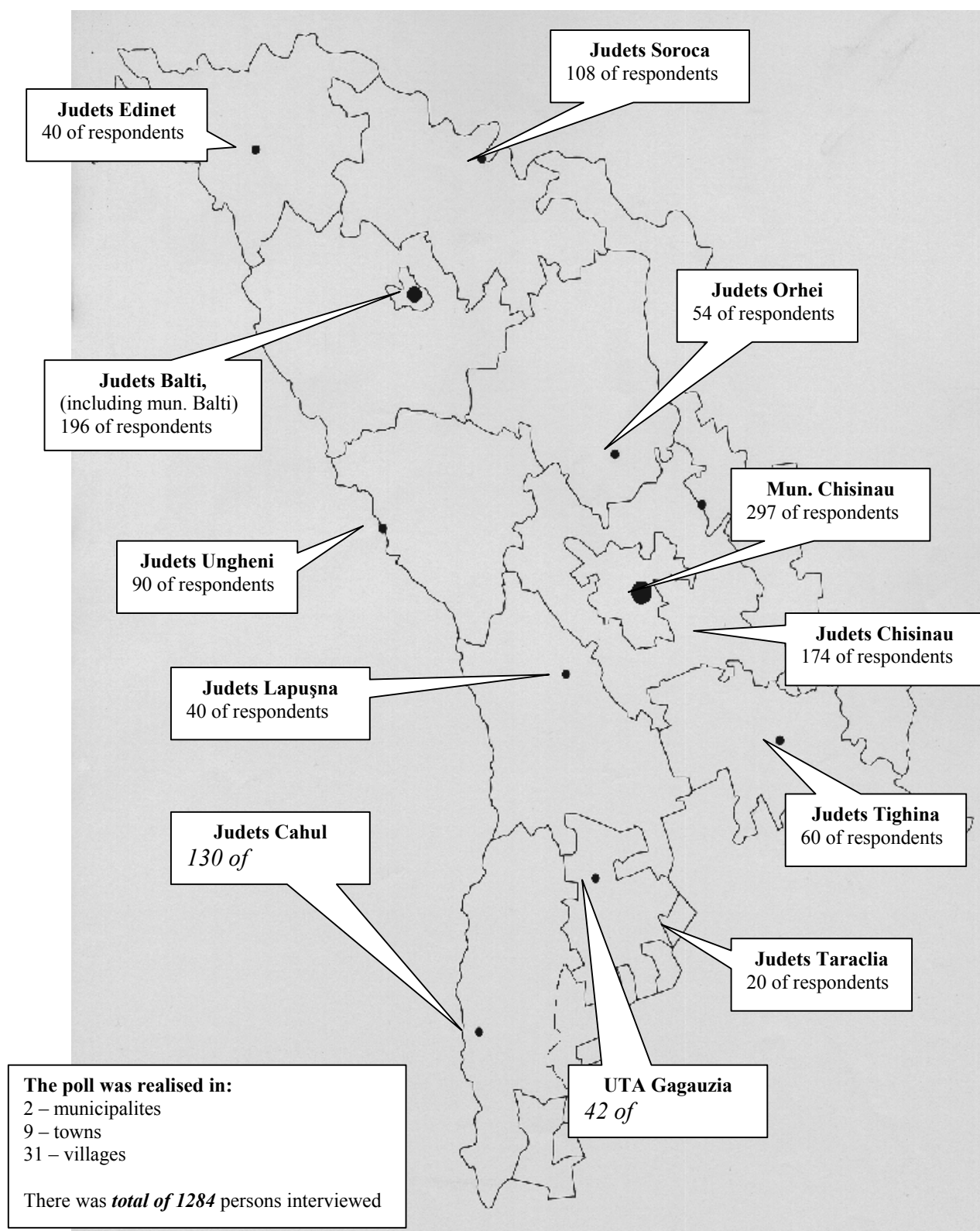
Formation logic and structure of the Questionnaire from the very beginning allowed determining of the status of respondent (employed, unemployed, economically inactive). Taking this into account, a corresponding grouping of the data was done later.

As a method of respondents' selection the route list was used. Houses and apartments of respondents were selected according to the established procedure. The poll covered citizens of the Republic of Moldova that permanently live at a given address, 15 years of age and older. Subject to interview was the person who celebrated his/ hers birthday first in 2001.

Reliability of the obtained information in the first place was ensured through experience and educational level, professionalism and conscientiousness of the interviewers' team. Out of 60 interviewers engaged in the survey, 95% have higher education (teachers of higher education institutions and schools of Chisinau, Baltsi, Comrat, and Cahul) and 5% are students of last years of higher education institutions – sociologists, political scientists, psychologists and economists.

Terms. Data collection was performed between August 20 and 31, 2001. Data analysis and processing as well as analytical report preparation took place during the September, 2001.

Geography of Sample



2. Employed, unoccupied and unemployed

2.1. Definitions

In the present study respondents were considered *employed* if they were 15 and more years of age, and pointed out that (i) they have a paid job or an occupation that brings them pecuniary or natural income, (ii) they are on the leave, (iii) engaged at an individual economy, or they have had an occasional paid work.

The rest of respondents was considered *unoccupied*.

If a respondent: (i) did not have a job or an occupation that brought income during the given period of time, (ii) searched for a job during the last week, and (iii) was ready to start working in 15 days, then he/ she was considered among *unemployed*.

In sum, *employed* and *unemployed* form a group of *economically active respondents*. If a respondent is not employed, but did not look for a job during the last week or is not ready to start working in 15 days, then he/ she was considered among *economically inactive*.

A group of respondents, which do not have a job, did not look for it during the last week (and more), but ready to start working in 15 days, is also of interest. This group of respondents, according to the ILO methodology, does not belong to active (unemployed), but is included in the *inactive* part of the population.

On the basis of this classification, the totality of respondents of the Study “Unemployment in Moldova” looks as follows.

Table 1

**Distribution of respondents by economic activity
(% to the whole totality of those interviewed)**

Respondents	%%
Whole totality	100
Economically active population	66. 4
Economically inactive population	33. 6
Unemployment rate, ILO	6. 2*

* *Unemployment rate is a correlation of the number of unemployed to the economically active population (unemployed plus employed population)*

Thus, according to the opinion poll's data, total number of economically active respondents (within the composition of population over 15 years) is almost **twice** as much as the number of economically inactive respondents.

One can presume that change of the nature and structure of employment is determined by the fact that in the transition period in Moldova a considerable decrease of employment in *institutionalized* forms of economic activity takes place: state enterprises are being reformed, kolkhozes and sovkhoses are being liquidated, etc. As a result, the share of employed in these forms of activity is rather low: according to the present poll it is evaluated of 45. 9% of the economically active

population. In case of further economic decrease, the share of this employment form will continue diminishing.

But where do the people, who leave the sphere of institutionalized production, get to?

Far from all of them become unemployed or economically inactive. Here, two ways are possible: a) transfer to uninstitutionalized sphere of the economy and b) migration to developed foreign countries.

Outward migration facilitated leaving from labor market of a huge number of able age people (according to the CISR's estimates, no less than 400, 0 thou people), that, however, did not increase the share of the inactive population. On the other hand, employment in the sphere of individual activity and occasional work augments share of the active population.

Distribution of the share of active population by types of employment is shown in the Table 2.

Table 2

Distribution of economically active respondents by types of employment (%)*

Groups of employment and the unemployed	%%
Performed a paid work or had an occupation that brought them income	38. 4
Did not perform any paid work and had no occupation that brought them income (leave, compensatory leave, courses of qualification perfection, technical unemployment, etc.), but communicated with their enterprises	7. 5
Performed any types of work at an individual enterprise, peasants' or personal subsidiary plot (tillage, looking after livestock, repair, sale of agricultural products, etc.)	11. 9
Performed occasional (as an exception to the rule) work that brought them income	4. 5
Unemployed	4. 1
Total	66. 4

* in per cent to the totality of respondents

As we can see, share of works performed at an individual enterprise, personal subsidiary plot, including occasional work, make up to 16. 4%. But index of unemployment is rather low.

2.2. Unemployment: typology and level

2.2.1. Hidden unemployment

According to the data of the poll of respondents, unemployment can be divided in two types: open logged unemployment and hidden unemployment. The situation in Moldova with the both types is being presented in the following table.

Table 3**Share of open and hidden unemployment (% to economically active respondents)**

	%%
All economically active population	100
Open unemployment	6, 2
Hidden unemployment	6, 0

As one can see, open and hidden unemployment are commensurable: 6% of the active population is found in the situation of technical unemployment.

Hidden unemployment increases considerably if to include into this group people that forcedly work half-time.

Correlation of those employed full-time and half-time is as follows:

- employed full-time – 63. 6%;
- employed half-time – 36. 4%.

Of course, half-time work week is not always forced. There are persons for which such situation is convenient or is a consequence of objective causes.

Table 4**Distribution of respondents depending on the causes of half-time employment (% to the group of economically active respondents)**

Causes of half-time employment	%%
Training or perfection of qualification	3. 2
Illness or disablement	2. 7
Could not find a full-time job	14. 3
Was transferred to a half-time work regime by the administration's initiative	1. 1
Did not want to work full-time	3. 1
Family circumstances	2. 0
Other	10. 0
Total	36. 4

As we can see, share of those forcedly employed half-time in the total number of economically active employed forms 15. 4%. This group consists of those who did not find full-time job (but searched for it) – 14. 3% and those who were transferred to half-time work regime by the administration's initiative.

Along with this, the poll showed that a part of workers (11.2%) was on the leave due to the administration's initiative.

Thus, almost a third of workers are found in the state of hidden unemployment. And this means that hidden unemployment represents a rather considerable problem at the labor market of the Republic of Moldova.

2.2.2. Open unemployment

Analysis of the results of the present study shows that labor market forming again in Moldova has already accustomed the population to labor orientation characteristic for market economy. Presence of unemployment in the country has already forced people to appreciate the disposable job. The main group of unemployed form those who were dismissed by the administration's initiative, while those who quit jobs by their own initiative make up a minority among the unemployed.

a) Method of dismissal

Table 5

**Distribution of respondents by method of dismissal
(% to those who answered within the group)**

Method of dismissal	%%
Was fired	79, 7
Has quit	20, 3
Total	100

As one can see from the table, the majority of unemployed did not quit working by their own initiative: 79. 7% of them were fired by administration and only 20. 3% voluntarily quit their jobs. Only every fifth unemployed chose unemployment as a way to changing of his/ hers social status. For the larger part of the unemployed, dismissal was a consequence of the economy's stagnation.

b) Causes of job termination

Table 6

**Distribution of unemployed depending on causes of last job termination
(% to those who answered within the group)**

What was the main cause you quit working?	%%
Was dismissed or discharged on grounds of staff reduction	32. 2
Liquidation of enterprise	28. 8
Wanted to find a better job	15. 3
Maternity leave	3. 4
Moved to another locality	1. 7
Retirement	18. 6
Total	100

Circumstances of dismissal of respondents are presented in the Table 6. As appears, the main causes of unemployment are either staff reduction (32. 2%) or liquidation of enterprise (28. 8%). Structural changes as a factor of dismissal can not be seen by the results of the poll. This is related, partly, to the delay of structural reforms at enterprises and in sectors of the Moldovan economy.

A considerable influence on dismissal of workers and their transfer into status of the unemployed has factor of pension age – 18. 6%.

A slight influence on the transfer into status of the unemployed have “family circumstances”: “maternity leave” – 3. 4% and emigrational processes – “leaving for another locality” – 1. 7%. Factor of inter-district, CIS migration so important in the 90s, now, has transformed into departure abroad for work (European countries) for rather long terms – one year and more.

Table 7

**Distribution of the unemployed who quit job by causes
(% to those who answered within the group)**

If you wanted to find a better job, what did not suit you at the previous one?	%%
Low wage	56.2
Refusal of employer to pay the wage	12.5
Frequent downtimes	6.4
Wage arrears	6.3
Conflicts in the collective	6.2
Discrepancy of the work to qualification	6.2
Relations with administration	6.2
Temporary character of work	-
Possibility of losing the job	-
Too long work duration (10-12 hours and more)	-
Unsatisfactory labor conditions	-
Total	100.0

The main cause that the respondent became unemployed (temporarily) is “low wage” at the last place of work – 56. 2%. A new, but rather characteristic for instable conditions - “refusal of employer to pay the wage” is on the second place – 12. 5%. Further, there are the following causes equally concerning dismissal: frequent downtimes, wage arrears, conflicts in the collective, discrepancy of the work to qualification and relations with administration. All five causes in the end influence on decrease of still low wage.

At the same time, it is interesting that among the causes that determine dismissal respondents do not accentuate their attention on work conditions. Most likely, the point is not that these conditions suit them, but that they are ready to work in any conditions at a sufficient wage.

c) Methods of search for a job

The unemployed used mainly seven different methods of search for a job.

Table 8

**Distribution of respondents by methods of search for a job
(%to those who answered within the group)**

What were the main methods you used during the last 4 weeks to find a job? *	%%
Turned to friends, relatives, colleagues	77.9
Answered advertisements	41.2
Direct contacts with employers and officials responsible for employment	41.2
Registration at a center for employment	35.3
Turned to private staff agencies	7.3
Published advertisements	5.9
Undertook actions to start own business	1.5

* more than one answer could be chosen

The most widespread method is appeal to friends, relatives or colleagues – 77.9%. On the one hand, it points to weakness, underdevelopment of state assistance bodies. But, on the other, this can be a consequence of unbelief to get a well-paid job outside kindred or friendly ties. In private sector, especially at small enterprises, basis on “own people” still predominates.

Other (except for kindred) methods of search for a job presume demonstration of personal activity. More often than other, methods of searching for a job by advertisements, through direct contacts with employers are used – about 40% in both cases.

State employment service is used for searching by every third unemployed. This fact suggests that possibilities of the state organization, which is meant to render assistance to people without any job, are evidently underused.

It is worth to pay attention to the fact that it is difficult for the unemployed to realize such an important method of “self-defense” as starting an own business is evidently unpopular – 1.5%.

Acuteness of the situation forces respondents to use not one, but several methods at one time or one after another in order to find a job. Thus, 72.1% of unemployed used two methods, and 32.4% - three. Unfortunately, such active strategy of searching for a job is difficult to realize in small towns and rural localities.

d) Legal status of enterprises and unemployment

Transitional period changed greatly legal regulation of the economy. First of all, it split up into state and private sectors. According to the legislation, there are more than 10 legal statuses of enterprises in Moldova. It was revealed, however, that they influence on the picture of unemployment in different ways.

Table 9

**Distribution of the unemployed by the last place of work
(% to the group of unemployed)**

Where was your last work place?	%%
At a state enterprise	26. 3
At a private enterprise	45. 0
At a leasing enterprise	13. 8
At a joint enterprise	3. 8
I was self-employed	2. 5
At private persons	2. 5
In a cooperative	3. 7
I was engaged in individual labor activity	2. 4
Total	100

As we can see, in conditions of the market economy it is the private sector that predominates now, creates mobility of the labor market. Among the unemployed, 45. 0% worked at private enterprises, 13. 8% - at leasing enterprises, 2. 5% worked at private persons. In addition to this, 5. 0% of unemployed provided themselves with work in the past and undertook individual labor activity.

Reduction of the state sector of the economy has led to reduction of its participation in replenishment of contingent of the unemployed – 26. 3%. Nonetheless, preservation of the depression at the most part of the state sector conserves it as a producer of the least mobile part of the unemployed.

e) Profession and unemployment

Profession has a considerable influence on the risk to become unemployed. In the end, it is unemployment that reflects the gap between demand for certain professions and supply of them. Professional aspect of the unemployment is presented in the Table 10.

Table 10

Distribution of the unemployed by profession (%)

Professional field of the unemployed	%%
Real sector (industry and agriculture)	63. 8
Culture, education	15. 5
Finance	3. 4
Management	3. 4
Other professions	13. 9
Total	100

As one can see, more than a half of unemployed work in industry and agriculture – 63. 8%. Professions of the culture, education and health-care sphere are on the second place – 15. 5%. It is obvious that a certain redundancy of such professions as accountant, economist shows (including at the cost of young specialists) – 3. 4% of unemployed belong to these professions.

Management workers experience certain problems at the labor market – 3. 4%. This is linked both to reconstruction of enterprises and permanent reorganization of the state administration (central structures and, especially, local administration bodies).

f) Work tenure and unemployment

Impact of work tenure on unemployment level is evident, although it does not show unambiguously. At the same time, it is important to see how market prefers accumulated professional experience.

Table 11

Distribution of the unemployed by work tenure (%)

Work tenure	%%
Up to 3 years	15. 9
3 – 5 years	5. 8
5 – 10 years	8. 7
10 – 25 years	36. 2
25 – 35 years	26. 2
35 years and more	7. 2
Total	100.0

As the data of the table show, the largest share of the unemployed form people with the work tenure of 10 – 25 years – 36. 2%. Those with 25 - 35 years of work tenure are on the second place – 26. 2% and, finally, those who have less than 3 years of work tenure – 15. 9%.

Young specialists and workers of pre-retirement age feel the least “comfortably” on the labor market. It is these age groups that are groups of highest risk. Most likely, work tenure itself does not influence on the risk to become unemployed, but the age. In the first case, persons are too young and in the other – too old. The market prefers the golden mean.

g) Work tenure at the last place of work

It is obvious that workers with small work tenure or without any have the most difficulty while searching for a job. Unfortunately, it is this category of workers that loses work in the first place.

Degree of risk to become unemployed depending on the work tenure is shown the following table.

Table 12

Distribution of the unemployed work tenure (%)

How many years did you work at the last place of work?	%%
1 year	30. 5
2 years	6. 8
3 – 5 years	13. 6
6 – 10 years	17. 0
11 – 25 years	28. 9
26 and more	3. 2
Total	100

Mobility of labor force is high that is not favorable for the economy at all; every third unemployed worked at the place of work no more than a year – 30. 5%. 6. 8% worked 2 years. One can surmise that share of those who do not stay long at the place of work in composition of the unemployed is large. A tendency can be seen: the longer is the work tenure of workers, the less is their share among the unemployed.

h) Motivation of professional orientation of the unemployed while choosing a profession

Table 13

Motivation of professional orientation of the unemployed while choosing a profession (%)

What did you take into consideration when choosing profession?	%%
I liked this profession	38. 6
Compliance to my character	17. 5
Example of parents, acquaintances, friends	12. 3
Social importance	10. 5
Demand for the profession on market	8. 8
It just happened to be this way	5. 3
Prestigiousness of the profession	3. 5
Other	3. 5
Total	100

Everyone has a risk to become unemployed. But quite often it increases due to the character of profession. It is obvious that position of the person who tried to forecast “demand for a profession on the labor market” while choosing profession will be more advantageous. In conditions of socialism (with its “complete employment”) this circumstance was seldom taken into account. Not surprisingly, only 8.8% of the unemployed of the transition economy considered this aspect.

By virtue of traditions main motifs while choosing profession refer to personality: “I liked this profession” is on the first place with 38. 6%, “Compliance to my character” is on the second with 17. 5%, and “Example of parents, acquaintances, and friends” is on the third – 12. 3%.

From the middle of the 90s, however, contingent of those who chose profession in new conditions and took into consideration requirements of the market economy (demand for profession, possibility of quick re-orientation, perspectives of collaboration with foreign partners – within joint enterprises, projects, interstate agreements) has been growing.

i) Duration of unemployment

Depending on duration of being unemployed three types of unemployment are usually distinguished: short-term (up to a half of a year), medium-term (6 – 12 months) and long-term (more than a year).

Table 14

Distribution of the unemployed by type of unemployment (% to the group)

	Short-term, < 6 months	Medium-term, 6 – 12 months	Long-term, > 1 year
Duration of unemployment	15. 0	11. 7	73. 3

As one can see, there is a high share of chronic unemployment in Moldova – 73. 3% of the unemployed. Two other types – short-term and medium-term – are represented to a less extent: 15.0% and 11. 7% correspondingly. Predomination of long-term unemployment can be regarded as another one, additional unfavorable factor. Those unemployed, who can not find a job during a year, are practically never able to find it and become chronic unemployed with all negative consequences – weakening and loss of professional skills, loss of social status and transition to the state of social stagnation.

3. Social parameters of unemployment

3.1. Gender and age

Sociological study confirms that, in Moldova as well, women are subject to the risk of becoming unemployed to a greater extent than men. This circumstance, unfortunately, is characteristic to all countries of the transition economy.

Table 16

Unemployment rate and gender structure of the unemployed (%)

Sex	General unemployment rate	Share of the unemployed depending on gender
Men	4. 2	43. 0
Women	5. 5	57. 0
Both sexes	6. 2	100

Age characteristics of respondents quite keenly react to demonstration of the unemployment rate. The youth tends to suffer from the drop of demand for manpower. Lack of experience, specialty are the main causes that determine high unemployment rate among young people.

Table 17

Unemployment rate among respondents depending on age (%)

Age groups	Share of this group in the population of 15 – 64 years of age *	Share of the unemployed in age groups according to the poll's results
15 – 24 years	26. 0	24. 0
25 – 34 years	19. 7	29. 1
35 – 44 years	24. 3	20. 3
45 – 54 years	16. 4	17. 8
55 – 64 years	13. 6	8. 8
Total	100. 0	100. 0

* Source: DASS, 1999

The data show that, indeed, unemployment rate in the group of 15 – 24 year-olds is rather high – 24. 0%. But, if take into account that this group is the largest in the population's composition, then unemployment share does not look so dramatic. It is by 2. 0% lower, than the share of this age group in the population. One should also consider that unemployment situation in this group is considerably ameliorated by secondary and higher education.

The more complex is unemployment situation is in the next age group: 25 – 34 years. Share of the unemployed in this group is by almost 10% higher, than its share in the age structure: 29. 1% and 19. 7% correspondingly. As it is known, period of age between 25 – 34 years is a period of professional and social consolidation of a person, his/ hers adaptation to social norms. The largest part of the population in this period finishes higher education. And it is quite tragic when a person lacking professional experience finds him/ herself on the labor market as a permanent or temporary unemployed. Share of the unemployed decreases in the next age groups. Share of the unemployed in the age group of 55 – 64 year-olds is three times smaller, than in the group of 25 – 34 year-olds. At that, share of the unemployed in this group is by 4. 8% lower, than its share within the same group of the country's population.

3.2. Ethnic origin

According to sociological researches, in the USA and European countries, ethnical minorities are subjected to the risk of unemployment to a much greater extent than the rest of the population. The Moldova's situation concerning this issue is presented in the following table.

Table 18

Share of the unemployed depending on ethnic origin (%)

Ethnic groups and nationalities	%
Moldovans/ Romanians	63.7
Ukrainians	9.0
Russian	16.5
Gagauzians	6.3
Bulgarians	2.5
Other	2.0
Total	100.0

As shown, share of the unemployed among Moldovans is by almost 7.0% lower, than their share in ethnic (national) structure of the country's population. The same situation can be noticed as regards Ukrainians: share of the unemployed among them is almost by 4.0% lower, than their share in the ethnic structure of the country. Such difference among Bulgarians is minor – about 0.5%.

A completely different situation can be seen in other two ethnic groups: Russians and Gagauzians. Share of the unemployed among these groups is higher, than their share in the ethnic structure (Russians – by more than 6.0%, Gagauzians – by 2.0%).

The cause of the situation of the Russians, in our opinion, is clear. First of all, they live mainly in urban localities. And urban population suffers from unemployment first of all. This, as well, explains lower unemployment rate among Moldovans and Ukrainians, the largest part of who lives in rural localities. A slightly top-heavy unemployment rate among Gagauzians is determined, most likely, by economic and not ethnic causes.

3.3. Education

Impact of education on unemployment is represented in the following table.

Table 19

**Distribution of the unemployed by educational level
(% to the group of unemployed)**

Educational level	%
Primary and no education	2.4
Secondary	75.1
Including secondary unfinished	12.5
Secondary general	18.8
Secondary professional	32.5
Lyceum	1.3
College	10.0
Higher (including unfinished) education	22.5
Total	100.0

Unemployment in Moldova affected respondents with secondary education to a greater extent: out of the total number of unemployed respondents secondary education group forms a majority – 75.1%. Respondents with primary and higher (including unfinished) education have suffered to a much lesser extent from unemployment – correspondingly 2.4% and 22.50%.

The cause of such unemployment structure in Moldova is explained by its peculiarity. Drop of high-tech production has lead to a kick of persons with higher and secondary education to the labor market first of all, while leaving a sufficient space for low-qualified labor. It is this fact that can explain such a high share of persons with secondary professional education – 32. 5% and with higher education (including unfinished) – 22. 5% among the unemployed. If a change of the situation for the better will occur in the future and high-tech types of production will revive, then correlation of educational structure of the unemployed will change as well. Number of persons with primary education among the unemployed will begin increasing and of those with higher education – decreasing.

Nonetheless, education is an important additional resource of the population in its adaptation to new market conditions in the transition period.

3.4. Civil status of the unemployed

Social field of unemployment does not limit itself only to the number of people that directly lost their jobs. Unemployment embraces a much wider circle of persons engaged in family relations – husband/ wife, kindred – children, parents; friendly – friends, acquaintances, neighbors, etc.

Family relations

Table 20

Distribution of the unemployed by civil status (% to the group of unemployed)

Civil status	%%
Married	61. 3
Single	27. 5
Divorced	5. 0
Widowed	6. 2
Total	100.0

As we can see, circle of people, to a certain extent, subjected to the impact of unemployment widens considerably at the cost of family relations of the unemployed by at least 60% (i.e. those married).

Kindred relations

Table 21

**Number of children in families of the unemployed
(% to the group of unemployed)**

How many children do you have?	%%
None	25. 0
One child	23. 5
Two children	44. 1
Three children	5. 9
Four and more	1. 5
Total	100.0

As shown, press of unemployment lies heavy not only on adult family members, but their children also. And it is children who mostly are the least protected from negative consequences of their parents' unemployment.

Except for 25. 0% of families that have no children (maybe because one or both parents are unemployed), 75. 0% are families with children. The largest share falls on families with two children – 44. 1%. 7. 4% have three and more children. Social consequences of unemployment are the most severe for these families. But maybe, the most important thing is that not only the present health of the country is in danger, but the future one as well – social and physical.

3.5. Regional peculiarities of unemployment

Being an economic phenomenon by nature, unemployment shows in different ways depending on types of settlement: urban – rural.

Table 22

Type of settlement	%
Municipalities	44. 3
Towns	21. 5
Countryside	34. 2
Total	100.0

Industrially developed municipalities – Chisinau and Baltsi – are affected by unemployment most of all. 44. 3% of all unemployed fall on their share. To a lesser extent unemployment is widespread in the countryside – 34. 2% and small towns – 21. 5%. But psychologically the small towns population is in the most difficult situation compared to rural inhabitants, because they have neither job, nor land.

Distribution of unemployment by type of settlement “urban - rural” shows that unemployment rate is by 31. 6% higher in towns, than in the countryside.

Table 23

Type of settlement	% of unemployed
Towns	65. 8
Countryside	34. 2
Total	100.0

Apparently, there is a following peculiarity of unemployment that shows in Moldova: open unemployment in countries found in the state of economic depression, unemployment is more an urban problem, than a rural one. One can consider that this situation was caused by utilization of standard definition of unemployment (ILO). Unemployment in rural localities has a more hidden, but chronic character. And methods of its elimination are rather linked to general post-privatization reformation of rural economy and social infrastructure.

4. Orientation of the unemployed in the future

4.1. Attitude towards unemployment

Attitude towards unemployment as a social phenomenon is determined by many factors: culture, mentality dominating in social consciousness, and social status of a person. In the transition societies, including Moldova, understanding that unemployment is an integral part of the economy is gradually consolidating.

Opinion poll also revealed personal attitude of the unemployed to the fact they lost their jobs.

Table 24

Attitude towards unemployment (% to the group of unemployed)

Which of the following statements come closest to what you think?	%%
Unemployment in our country is intolerable	53.2
It is quite a admissible phenomenon	19.5
Unemployment makes people value their jobs	10.4
Hard to say	16.9
Total	100.0

It is quite symptomatic that attitude of more than a half of unemployed respondents – 53.2% - towards unemployment is distinctly negative. They consider it to be shameful and intolerable phenomenon for the country. Evidently, it is the past social experience (from socialism with its “complete” employment) that determined opinion of the majority of respondents. One can come to a sufficiently definite conclusion – orientation of the majority of respondents aimed at social protectability, at support of the state, mainly, does not favor their adaptation at the labor market. Where the game is played by the new rules, old notions only hamper, but not help.

As the poll shows, only 19.5% of respondents are ready to the new market rules of conduct at the labor market. They consider unemployment to be quite admissible phenomenon. A part of the unemployed who consider that unemployment makes people value their jobs (10.4%) is close to the previous group.

4.2. Welfare situation of unemployed

Contingent of the unemployed is not homogeneous. Due to different causes (general family incomes, search for a more prestigious work, savings, etc.) status of an unemployed itself does not determine his/ hers welfare situation. As shown in the following table, one tenth of respondents evaluate their welfare situation as fairly good. We think that such high share of “successful” unemployed for present difficult economic situation of Moldova is a consequence of a more polarized population by incomes. The most vulnerable stratum among the unemployed is in the majority – 49.3%. More than a third of the unemployed cannot satisfy even their needs concerning food.

Table 25

**Distribution of the unemployed by evaluation of pecuniary incomes
(% to the group of unemployed)**

Which of the following estimates characterizes your incomes today?	%%
Enough money to afford everything	2. 7
Enough money to buy necessary goods	8. 0
Enough money only to buy food	49. 3
Not enough money even for food	38. 7
No answer	1. 3
Total	100

Self-evaluation of the unemployed of their welfare situation allows distinguishing out of their total mass three social strata: 1. 3% attributed themselves to rather high incomes stratum, 57. 1% - to medium incomes stratum and 44. 6% - to the lowest incomes stratum.

In spite of a certain subjectivity of these estimates, one should take into account the fact that every unemployed psychologically poignantly solves the problem of survival.

Table 26

**Distribution of the unemployed by method of life maintenance
(% to the group of unemployed)**

What means do you live for?	%% *
My own	13. 8
Wage of my spouse, adult children	27. 5
Relatives help me	26. 2
Dole	5. 0
Personal subsidiary plot	8. 7
Occasional incomes	20. 0
Other	6. 2

** Respondents could choose more than one answer*

Social consequences of unemployment consist of that a person of a rather able-bodied age is dependent on his/ hers relatives for support. As the poll's data show, 53. 7% of the unemployed live at the expense of their family's members (spouse, adult children) or relatives: correspondingly 27. 5% and 26. 2%. Only 5% of the unemployed survive thanks to their dole, with the help of the state.

A considerable part of the unemployed (31. 5%) physically survive owing to their personal efforts, first of all, - occasional incomes (20. 0%). 12. 8% live for their own means and 8. 7% survive thanks to their personal subsidiary plots.

4. 3. Professional preferences of the unemployed

It appears that even in conditions of unemployment, not every work suits the unemployed. Many of them have their own preferences. The poll's data show the following professional priorities of the unemployed.

Table 27

**Distribution of the unemployed by character of work orientation
(% to the group of unemployed)**

What job would suit you the most?	%% *
Common labor conditions (close to home, underemployment or work every other day, good labor conditions)	38. 5
Self-actualization (self-actualization in the profession and diverse interesting work)	10. 2
Socio-psychological conditions (good relations in collective, moral satisfaction from communication with colleagues)	14. 1
High salary with not very qualified or routine work	38. 5
Work with advantageous perspectives (promotion, departure abroad)	17. 9

** Respondents could choose more than one answer*

First of all, respondents consider that good labor conditions and high salary equally – 38. 5% in both cases. Work that grants advantageous perspectives – 17. 9% - is assessed higher, than possibility for self-actualization – 10. 2% and socio-psychological labor conditions – 14. 1%. The poll's data confirm existence of a rather often phenomenon among the unemployed – loss of work mainly reduces considerably the need in spiritual motivation of labor. A narrowed orientation at work as only a mean for survival is being formed.

4.4. Migration abroad

Migration of labor force abroad reduces significantly tension on the home labor market.

Unemployment rate, determined as a result of the opinion poll, would be much higher, if not for labor migration from Moldova to countries of the Western Europe and Russia.

The state with the aim to regulate the labor market has to know orientation of the population, including the unemployed. Starting from this, it will be possible to determine forecasted “pressure” on the labor market of the present unemployed.

It appears according to the poll that high emigrational mobility, which can be seen today, will remain according to intentions of the unemployed.

Table 28

**Emigrational plans of the unemployed respondents
(% to the group of unemployed)**

Do you plan to find a job abroad?	%%
Yes	42. 7
No	44. 0
Hard to say	13. 3
Total	100.0

Evidently, according to intentions of more than 40. 0% of the unemployed will leave voluntarily the country's labor market that will significantly defuse the situation on the labor market for the rest of the contingent who does not plan to look for a job abroad. It is hard to say how possible realization of such plans. But, with no doubt, they have certain grounds for realization, if take into consideration that there is a need for manpower in many countries of the Western Europe, Israel and

Russia where large Moldovan friendly associations have formed, and these countries are ready to accept it on certain conditions.

Starting from the experience of the 90s, a group of countries that dominate in plans of labor migrants from Moldova has been established.

Table 29

**Countries dominating in emigrational plans of the unemployed
(% to the group of unemployed willing to go abroad)**

What country are you planning to go to?	%%
Russia	30.8
Germany	15.4
Romania	15.4
Portugal	12.8
Italy	10.3
USA	5.1
Ukraine	2.6
Israel	2.6
Other	5.0
Total	100.0

One can see that emigrational plans of the unemployed arranged in the following way: 42.6% are going to depart to countries of the Western Europe, USA and Israel. Four countries: Germany – 15.4%, Portugal – 12.8%, Italy – 10.3 and neighboring Romania – 15.4% have an especial attractiveness. In the first case, a preference is shown to the factor of high economic development, in the second – closeness of ethnic origin and an easier cultural and social adaptation.

At the same time, Russia still remains a leader among the countries of emigrational preference where almost one third of the unemployed are planning to go. There, Moldovans have longstanding experience of labor adaptation, lack of language problems, and the largest Moldovan friendly association. Another important factor consists of many common mentality features that have formed for a half a century of living of Moldova and Russia in a unique socio-political and cultural environment.

4.5. The unemployed and centers of employment

Centers of employment are meant to realize state support of the unemployed: employment assistance, retraining, public works, etc. We can judge to what extent existing in Moldova centers of employment are effective by evaluation of their activity by the unemployed (see Table 32).

Table 30

**Satisfaction with the activity of centers of employment
(% to the group of unemployed)**

Are satisfied with the activity of centers of employment?	%%
Yes	11.4
No	35.7
Hard to say	52.9
Total	100.0

The first that we can note is that more than 50% of respondents have no opinion of the activity of centers of employment because they did not turn to any and do not attend any. The second, share of those satisfied is three times smaller than unsatisfied – 11. 4% and 35. 7% correspondingly. Estimates of respondents show that there are many unresolved problems in interrelations of both parties.

Respondents mention, first of all, necessity to organize more effectively information on vacancies and render help concerning perfection of qualification. 26. 8% of respondents consider that it is necessary to have more reliable data (not obsolete) on vacancies, staff selection should be don only through centers of employment and the same number of respondents think that it is necessary to pay more attention to retraining while taking into account requests of the unemployed. The unemployed (23. 8%) consider being another important task: more active participation of centers of employment in perfection of normative acts on labor issues. Of course, this problem does not belong now to powers of these centers, but the unemployed think that it is centers of employment that accumulate enough arguments for perfection of actions of the state on the labor market. In the end, centers of employment are the only structure where practical contacts of the unemployed and the state concerning employment issues are realized.

Conclusions and policy implications

Unemployment, unfortunately, is one of components attendant to the transition economy. This new for post-Soviet countries phenomenon was mainly caused by two circumstances: firstly, a abrupt decline of economic activity (first half of the 90s) and, later, a stable depression of the economy accompanied by certain structural changes in the industry (de-etatization of property and restructuring of enterprises, including bankruptcy procedures), in the agriculture (land reform and formation of new types of agri-enterprises), in the services sphere – complete orientation on private sector, small and medium business first of all.

As a result of these difficult processes, labor market based on demand and offer, on competition came to take the place of “complete employment” of the planned economy.

Information on unemployment that state statistics offer is based, on the one hand, on registers (Employment service of the Ministry of Labor and Social Protection) and, on the other, on official examinations (on the basis of Labor Force Survey, Household Budget Survey) realized periodically by the Department of Statistics and Sociology (DSS) by the ILO methodology.

As in other countries in transition, in Moldova the number of officially registered unemployed is comparatively small: about 10 thou in 1993 and 34 thou in 2000 (0. 7% and 1. 9% of the total economically active population).

Beginning from 1998, DSS examines the unemployment rate according to International Labor Office methodology. For 2000, number of unemployed was established to be 140 thou persons or 8. 5% of the economically active population.

Along with official estimates of the unemployment rate for the Republic of Moldova, there are other, more extended estimates of the scale of unemployment. This is the contingent of the population that “saves itself” through self-employment, has occasional earnings or is formally on the list of workers, but does not receive wage or wage is time-lagged by 2 -3 months, is “on the leave on the administration’s initiative”, etc. Also, for Moldova, where a half of the population lives in the countryside, phenomenon of hidden agricultural unemployment is topical no less. Plus – mass flow-out of the “moldogastarbeiters”, labor migrants searching for jobs abroad.

Taking into account all these circumstances, it is evident that unemployment in Moldova is not so much 2% or 8. 5% officially (and 14 – 20% according to unofficial estimates), as a difficult, many-sided problem that paralyzes not only the economy, but minds of a single persons, families, whole settlements and regions.

While realizing the opinion poll “Unemployment in Moldova”, a task to get estimates of the unemployment by the population itself. Several clear conclusions have emerged from the analysis.

1. The transition process has profoundly affected the lives of almost everyone in Moldova. For some people, it has given them the opportunity to acquire new skills and training, to engage in entrepreneurial activity in the new, expanding private sector, to live and work in other countries. For others, the transition has caused considerable hardship, with widespread layoffs in state-owned enterprises, informal activities, rising unemployment and poverty, and

shrinking social safety net. All these circumstances provoked *abrupt increase of labor mobility* that is not fully registered by official statistics.

2. *Open unemployment rate*, according to the poll's results, is estimated to be 6. 2% (DSS estimates for 2000 – 8. 5%). Along with this, however, almost one third of the employed is in the state of *hidden unemployment* (half-time working week, leaves on the administration's initiative, etc.)

Only 20. 3% of the unemployed quit their jobs and 79. 7% were dismissed due to staff reduction or liquidation of the enterprise. Workers quit their jobs mainly due to low wages (56. 2%), chronic wage arrears or refusal of employer to pay them (18. 7%).

3. *Duration of the unemployment*. Unfortunately, chronic long-term unemployment dominates – 73. 3% of the respondents. 11. 7% are unemployed during the period from 6 to 12 months. And 15. 0% of the respondents are unemployed less than 6 months.
4. *Mobility of the unemployed* is high: 30. 5% of the unemployed worked at the last place of work no more than one year, and some more (6. 8%) – two years.
5. *Professions of the unemployed*. The largest part of the unemployed works in the industry, constructions and agriculture (63. 8%). On the second place – 15. 5% of the employed who work in the sphere of culture, education and health-care. Management workers of both state structures and enterprises suffer from certain problems on the labor market that is predetermined both by restructuring of enterprises and permanent reorganization of the state administration – central and local.

Search for a job presents the worst difficulty for people with short work tenure and those having professions that are not required in conditions of the market economy.

6. *Regional aspect*. Distribution of the unemployed by type of settlement (urban - rural) shows that open unemployment prevails in cities and the hidden one – in the countryside. In spite of that more than 40% of the unemployed live in municipalities of Chisinau and Baltsi, there are more opportunities for searching for jobs in rural localities. 34. 4% of the unemployed fall on the share of the countryside, along with that a half of the population lives there. Population of small towns (10 – 50 thou people) is in the worst situation, which, unlike rural inhabitants, has neither job, nor land plot as a mean of subsistence.
7. *Social parameters of the unemployment*. Demographic aspects of the unemployment (gender, age) in Moldova are in many respects alike to other countries in transition: *women* are subject to the unemployment risk to the utmost (57. 0%) as well as *young and pre-retirement people*.

One should pay attention, though, to the circumstance that *a population group of 25 – 34 years of age is in a quite dramatic situation*: share of the unemployed in this group is the largest – 29. 1% that by 10 points is higher than its share in the age structure of the population (19. 7%). Meanwhile, it is this period of life when professional and social formation of a person takes place: completion of education, acquirement of professional skills, and formation of a family.

This is the contingent that has entered able-bodied age in market conditions. Lack of work for these people inside the country is the cause of that it is the group of 25 – 34 years of age that produces more than 70% of labor migrants abroad.

Factor of education. Prolonged economic depression, abrupt decline of the industry sector and high-tech production are causes of that 22. 5% of the unemployed are people with higher education and 32. 5% - with secondary professional education. Education is an important additional resource of the population of Moldova in its adaptation to the new, market conditions. But, if in the nearest future economic situation does not change for the better, this advantage will be catastrophically lost.

Ethnic palette of the unemployment. It is pronounced to a lesser extent among Moldovans, Ukrainians and Bulgarians; a little more – among Russians and Gagauzians. The latter is, apparently, explained by that the Russian minority is concentrated in cities where unemployment rate is higher, while in Gagauzia agricultural sector prevails (90%) in spite of serious natural and economic limitations.

Family relations. Social field of the unemployment is not limited only to those people that lost their jobs. 61. 3% of the unemployed are married and this fact means that their families are also found under the pressure of the unemployment. There are children in 75. 0% of these families, including 44. 1% of families with two and more children. Lack of work for their parents within the country, absence of their parents due to departure abroad quite negatively tells on health, upbringing and education of their children.

8. *Attitude towards the unemployment, incomes.* The population of this post-Soviet country hardly puts up with the unemployment: 53. 2% of the unemployed consider that it is shameful and intolerable. But almost 20% think that unemployment is a reality of the market economy, which, in addition, makes people value their workplaces.

49. 3% of the unemployed experience critical lack of means of subsistence and only 10. 7% of them evaluate their situation as a fairly good. Among the latter, seemingly, are childless persons from families with sufficient general income, savings, help of relatives, etc. Occasional earnings and personal subsidiary plots also come to their help.

Only 5% of the unemployed live for dole, with the help of the state.

9. *Search for a job.* The majority of the unemployed actively demonstrate their initiative in the search for work – they turn to friends and relatives (77. 9%) or contact directly with employers (41. 2%). Only 35. 3% of them registered themselves at state centers of employment and 7. 3% turned to private employment agencies.

The main criterion for the majority of the unemployed (38. 5%) is sufficient wage (even along routine or low-qualified work). And only 10. 2% mentioned professional self-actualization. Labor conditions were regarded as important as well.

42. 7% of the unemployed consider labor migration abroad as a way out of the situation, naming among preferred countries – Mediterranean countries and more accessible Romania and Russia, where human and social adaptation of migrants is over more quickly.

10. *The unemployed and the state.* State support of the unemployed demonstrates itself in different forms: through realization of the State programme for employment, implementation of structural reforms, stimulation of entrepreneurship, organization of public works, etc.

But in day-to-day activity, practically, the unemployed interact with the state in two ways: a) collaborating with Centers of employment (registration, training, work offer) and receiving a dole.

Order of dole receiving and its size are predetermined mainly by financial capacities of the state. And they are insufficient yet.

As regards Centers of employment, their activity has reserve. Suffice it to say that 52. 9% of the respondents did not turn to Centers' services; only 11. 4% of the unemployed are satisfied with the activity of the centers of employment.

Thus, the results of the Sociological study present many-sided information for discussions and determination of ways in which the functioning of labor market in the Republic of Moldova could be improved and the role for policy-makers.*

* *Recommendations for anti-unemployment state policy development are formulated in the final section of the Final Report "Unemployment in Moldova"*

Annex

Opinion poll “Unemployment in Moldova”

Questionnaire

Judets _____
Municipality/ district _____
Municipality's sector _____
Town/ commune _____
Village _____
Street _____
House and apartment _____

Interviewer _____
Supervisor _____
Date of interview _____

Chisinau, August 2001

Hello! I'm ... (first name, second name). I represent non-governmental organization – Center for Strategic Studies and Reforms. We regularly perform opinion polls concerning different issues.

Let me ask you several questions. You can be sure that this data will be used anonymously and only in the most generalized form.

Information obtained from you will help amend the state policy of employment.

Thank you.

Section 0:

- 1. Tell me, please, did you execute any paid work or performed any activity that brought you pecuniary or other income during the last week?**

Yes1 → **A1**
No 2

1a. You said that you had no such work or activity during the last week. But maybe you have a job or an occupation and you just were temporarily absent and could not work?

For example, you were on annual or training leave, maternity leave, baby minding leave (1,5 or 3 years); maybe you were ill or took compensatory leave, went on strike or other labor conflict, attended training or retraining courses, were in the state of technical unemployment and other due to lack of clients, commands, raw materials, fuel, electrical energy, etc., but maintained formal connections with enterprise, and, finally, it could be unfavorable meteorological conditions or something else that impeded discharge of your duties.

Yes1 → **A1**
No 2

1b. So, you had no job or occupation where you could be temporarily absent, but maybe you performed one of the following activities at an individual enterprise, farmers' enterprise or personal subsidiary plot?

Yes1 → **A1**
No 2

1c. What is your main occupation at the present time?

I have just found a job and will start working in the future1
I temporarily have no job2
I am a scholar or a student3
I am a pensioner (oldage, disability or bread-winner loss pensions)4
I am a housekeeper5
I am a fixed period military man, collaborator of the MIA6 → **B41**
Other (specify)7

2. As we concluded, you had neither permanent, nor temporary work or occupation, but maybe you had any occasional (or as an exception) work, which you were paid for?

For example, you made a dress for somebody, gave a lift to somebody, helped someone to repair an apartment, a car, bought and delivered food, nursed for an ill

person or did something else and were paid for it. Or you helped a family member or a relative in shop, household or enterprise that belong to that person.

Attention! *Disinterested voluntary labor activity, charity, housekeeping, active rest are not taken into account.*

Yes 1 → **A1**

No 2 → **B1**

Section A:

A1. What was your employment status?

Employee 1

Employer 2 → **A7**

Self-dependent, self-employed 3

Honorary worker of a family enterprise 4 → **A5**

Member of a cooperative 5

A2. Did you work permanently or temporarily?

Permanently 1 → **A4**

Temporarily 2

A3. What was the main cause of your temporary employment?

Training, probation period 1

Trial period 2

I did not find any permanent work 3

I did not want any permanent work 4

Other (specify) 5

A4. Specify property form of the unit (enterprise) you were working in.

Public 1 → **A7**

Private 2 → **A7**

Mixed (public and private without foreign participation) 3 → **A7**

Foreign 4 → **A7**

Property of joint enterprises (with foreign participation) 5 → **A7**

A5. Did you work at private subsidiary plot?

(Looked after animals, cultivated the land or were engaged in other agricultural activity, selling of production obtained at private farm, etc.)

Yes 1

No 2 → **A7**

A6. On the whole, is production obtained in your household (directly or through procession) meant only for personal consumption or for sale as well?

Only for personal consumption 1

For consumption and sale 2

A7. Indicate work or occupation that was the main source of your income last week:

A8. Indicate legal status of the enterprise (or occupation) you were working at last week:

A9. How many years did work at the last workplace or occupation (indicate full number of years)?

<	1	2	3	4	5	6	7	8	9	10	>
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A10. Are you employed full or part time at your place of work?

Full-time 1 → A12
 Part-time 2

A11. What is the main cause that you were employed part-time?

Training or raising of qualification1
 Illness or disablement2
 I did not find any full-time job3
 I was transferred on the initiative of administration to part-time4
 I did not want to work full-time (including due to age)5
 Family circumstances (including maternity leave)6
 Other7

A12. Can you indicate the usual average duration of the workweek at the main place of work?

Yes1
 No (due to sliding time) 1 → A14

***Attention!** Time necessary to get to work and back is not taken into account.
 This refers to questions 13 and 14.*

A13. What is the usual average duration of your workweek in hours?

A14. How many hours did you actually work last week at place of the main work?

- If number of hours (A14) **is less** than the usual duration (A13) or **is equal to zero** → A15
- If number of hours (A14) **is more** or **is equal to zero** to the usual duration → A17

A15. What is the main cause that you worked less or did not work at all?

Leaves:

- annual (including training leave)1
- maternity leave2
- sick-leave3
- baby-minding leave (up to 3 years)4
- non-paid leave5

Technical unemployment (lack of raw materials, energy, clients)	6
Strike or labor conflict	7
Training or raising of qualification	8
Sliding time	9
Days off and holidays	10
Family circumstances (excluding maternity leave)	11
Unfavorable meteorological conditions	12
Start and change of work	13
I quit job without starting another	14
Illness or trauma	15
Other	16

A16. Were you on leave on the administration's initiative (employer's) due to lack of work?

Yes	1
No	2

A17. Are you sure that after your return there will be a workplace for you?

Yes	1
No	2

A18. Aren't you afraid that you can be fired in the nearest future?

Very likely	1
Probably	2
Unlikely	3
Practically impossible	4

A19. If it happens you are unemployed, what most likely will you do?

I will try to find a job according to my specialty	1
I will be forced to change my specialty	2
I will accept any work	3
I will try to start my own business	4
I will live for pension	5
I will live for savings	6

A20. In case problems emerge at your enterprise, what changes are willing to accept to stay? (you may choose several answers)

Master a new profession	1
Raise my qualification	2
Work part-time (part-time workweek) and accordingly receive less	3
Work more intensively	4
Transfer to a less interesting or qualified work	5
Transfer to less paid work	6
Transfer to a less convenient regime	7
Accept any work	8

A21. Have you any additional paid work?

No, I have not and I would not like to	1
No, I have not, but I would like to	2
Yes, I have	3

A22. Why are there people in this country who live in need? Here are some possible reasons. Which of them do you consider correct and which - incorrect?

		Agree	Do not agree
1	Because they are unlucky	1	2
2	Because of their laziness and lack of willpower	1	2
3	Because there is injustice in our society	1	2
4	It's an inevitable part of modern progress	1	2
5	None of these	1	2
6	Don't know	1	2

A23. Here are some statements about why people work. Irrespective of whether you have a job, or not, which of them comes closest to your situation?

	Mentioned	Not mentioned	
1	1	2	The more I get paid, the more I do; less I get paid, the less I do
2	1	2	I will always do the best I can, regardless of pay
3	1	2	Working for a living is a necessity; I wouldn't work if I didn't have to
4	1	2	I enjoy working, but I don't let it interfere with the rest of my life
5	1	2	My job is the most important thing in my life
6	1	2	Don't know

A24. Are you satisfied with your work as a whole?

Yes1
 No2
 Hard to say3

A25. If not, why?

Low wage1
 Frequent downtimes2
 Wage arrears3
 Refusal of employer to pay for work4
 Conflicts in collective5
 Inconsistency between work and qualification6
 Temporary character of work7
 Possibility of losing work8
 Relations with administration9
 Too long work-time (10-12 hours and more)10
 Unacceptable conditions of work (draughts, lack of heating, etc.)11
 Other (specify)12

A26. Please say, what did you take into consideration when choosing profession while you were a student? (one answer)

Compliance to my character	1
Social importance	2
Example of parents, acquaintances, friends	3
I liked this profession	4
Prestigiousness of the profession	5
Demand for the profession on market	6
It just happened to be this way against my will	7
Other (specify)	8

A27. What do you think, what for centers of employment (CE), labor exchange are? Here are 5 options, choose the one that is the closest to what you think.

To protect somehow persons that are in a difficult socio-economic situation (receive welfare payment, not to lose continuity of employment, etc.)	1
To give the unemployed persons a possibility to find a job and work according to specialty	2
To help change specialty – master a new one	3
To give an opportunity to get any job of any profession (specialty) that is in requisition on labor market in order to earn “good” money.....	4
Labor exchange causes unwholesome hopes for the state, but not for the person itself therefore it is not needed	5

A28. What social stratum do you attribute yourself to?

Lower	1
Middle	2
Higher	3

A29. Which of the following statements concerning unemployment is the closest to what you think?

Unemployment in our country is unacceptable	1
It is a quite acceptable phenomenon	2
Unemployment makes people to value their work places	3
Hard to say	4

A30. Do you intend to find a job abroad?

Yes	1
No	2
Hard to say	3

A31. If yes, where will you look for a job, what country will you try to go?

Romania	1
Russia	2
Ukraine	3
Germany	4
Italy	5
Portugal	6
Spain.....	7
Other (specify)	8

A32. What do you think of the unemployed?

I sympathize with them	1
I try to help them to find a job	2
I think it is their fault that they have no job	3
I denounce them	4
I do not care	5
Hard to say, I don't know	6
Other (specify)	7

A33. Which of the following estimates characterizes your incomes today?

Enough money to afford everything	1
Enough money to buy necessary products and clothes	2
Enough money only to buy food	4
Not enough money even for food	5

A34. What do you think, how long will you be able to live without a permanent job?

Up to 1 month	1
Up to 2 months	2
Up to 3 months	3
Up to 6 months	4
Up to 12 months	5 → C1

Interviewer, proceed to Section C

Section B

B1. Have you ever had a job or other occupation that returned interest in money or in kind?

Yes	1
No	2 → B15

B2. What is the main cause that you quit working? (one answer)

I wanted to find a better job	1 → B3
I moved to other locality	2 → B7
I was dismissed or laid off	3 → B4
Liquidation of enterprise, bankruptcy	4 → B7
Start or preparation to studies	5 → B7
Maternity leave	6 → B7
Family circumstances	7 → B7
Retirement	8 → B7
Other (specify)	9 → B7

B3. If you wanted to find a better job, what did not suit you at the previous one?

Low wage	1 → B7
Frequent downtimes	2 → B7
Wage arrears	3 → B7
Refusal of employer to pay the wage	4 → B7

Conflicts in the collective	5 → B7
Discrepancy of the work to qualification	6 → B7
Temporary character of work	7 → B7
Possibility of losing the job	8 → B7
Relations with administration	9 → B7
Too long work duration (10-12 hours and more)	10 → B7
Unsatisfactory labor conditions (draughts, lack of heating, etc.)	11 → B7
Other (specify)	12 → B7

B4. If you were fired, what was the cause?

Modification of enterprise's profile	1
Closing of the enterprise	2
Reduction of production volumes and mass reduction of the staff	3
Other (specify)	4

B5. What was your attitude to your dismissal?

Indifferently	1
It was unfair	2
I was ready to be fired	3
Other (specify)	4

B6. Was your dismissal unexpected for you?

Yes	1
No	2
Hard to say	3

B7. When did you stop working or quit other occupation that returned you interest?

Indicate year _____ month _____

B8. Indicate your last work or occupation that was the main source of income:

B9. Indicate legal status of the enterprise where was your last work place or of the occupation you practiced:

B10. How many years did you work at the last place of work or occupation?

<	1	2	3	4	5	6	7	8	9	10	>
-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----

B11. Please say, what did you take into consideration when choosing profession while you were a student? (one answer)

Compliance to my character	1
Social importance	2
Example of parents, acquaintances, friends	3
I liked this profession	4

Prestigiousness of the profession	5
Demand for the profession on market	6
It just happened to be this way against my will	7
Other (specify)	8

B12. How many times did it happen that you were left without a job (occupation) and got it again, beginning from 1990? _____

B13. Where was your last work place?

At a state enterprise	1
At a private enterprise	2
At a leasing enterprise	3
At a joint enterprise	4
I was self-employed	5
At private persons	6
In a cooperative	7
I was engaged in individual labor activity	8
Other (specify)	9

B14. Who were you?

Employee	1
Employer	2
Self-employed	3
Honorary worker of a family enterprise	4
Member of a cooperative	5

B15. Did you look for work last week?

Yes	1 → B17
No	2

B16. If not, what is the cause?

I found a job and will start it in the nearest time	1 → B19
I was waiting for the results of a competition or interview	2 → B19
I was waiting for recommencement of activity at the last place of work	3 → B23
I started own business and am waiting for the results	4 → B23
I am about to get enrolled into the army	5 → B42
I didn't want to work (including due to age, preparation for entering an educational institution)	6 → B42
I was studying or retraining	7 → B24
Family obligations (including maternity leave)	8 → B24
Illness, disablement	9 → B24
I thought there were no vacancies/ I don't know where to look for	10 → B17
I don't feel professionally prepared	11 → B17
I didn't believe I would find a job due to my age	12 → B17
I looked for it earlier, but failed to find	13 → B18
Other	14

- B17. Did you look for work in 2000?**
 Yes1
 No2→B24
- B18. Would you want to work if there would be a job granted to you?**
 Yes1→B24
 No2→B28
- B19. What job did you look for (or just found)?**
 As an employee1
 As a self-employed2→B22
 Any work place3→B22
- B20. What work routine did you look for?**
 Only full-time1
 Only part-time2
 Any3
- B21. Where would you prefer to work?**
 At a state enterprise1
 At a private enterprise2
 At a private enterprise with foreign capital3
- B22. What main methods did you use to find a job during the last four weeks?
 (indicate everything you want)**
 Registration in a labor office1
 I have started own business2
 I have turned to a private employment agency3
 I have published some advertisements4
 I have answered to advertisements5
 Direct contacts with employers and officials responsible for job placement ...6
 I have turned to my friends, relatives, colleagues, or trade unions7
 Other8
 Nothing at all9
- B23. Since when have you been looking for a job (waiting for commencement of
 the previous activity or undertaking measures for starting own business)?**
 month _____
 year _____
- B24. Are you ready to begin working in the nearest 15 days, if a job appears?**
 Yes1→B26
 No2
- B25. What is the main cause that you cannot begin working in the nearest 15
 days?**
 Studies or professional retraining1→B27
 Beginning of the army service2→B27

Impossibility or unwillingness to leave current place of work	3→B27
Family obligations (including maternity leave)	4→B27
Illness or disablement	5→B27
Unwillingness to work (including due to age, preparation for entering an educational institution)	6→B27
Engagement in housekeeping	7→B27
Other	8

B26. Which of the following causes could make you quit a job? (indicate everything you want)

Changing of the place of residence	1
Too long distance from home	2
Thoroughfare to work from another location	3
Low qualification	4
Retraining	5
Work without a labor contract	6
Lower incomes, unequal labor relations	7
Inadequate labor relations	8
Unfavorable labor conditions	9
Instability of economic situation at the eventual place of work	10
Lack of social guarantees	11
Consent to any conditions	12

B27. What work would suit you the most?

Domestic conditions of work (closeness of work to home, underemployment or work every 2 nd day, good conditions of work)	1
Self-actualization	2
Socio-psychological conditions (good relations in collective, moral satisfaction from interaction with colleagues)	3
High wage along not very qualified or routine work	4
Work with advantageous perspectives (promotion, trips abroad, profit)	5

B28. What is the minimum wage you would agree to get? (MDL/ month)

Specify sum in MDL	1
I don't know	2

B29. Would you like to be an entrepreneur?

Yes	1→B31
No	2
Hard to say	3

B30. If not, why?

I have no necessary qualities, no wish, etc.	1
I have no capital	2
Unfavorable environment (economic, political, legal)	3
Lack of necessary knowledge	4
Inability to work with people	5

B31. What have you personally, individual members of your family and your family as a whole had to give up due to loss of work? (question for those who had job earlier)

We had to reduce expenditures for food	1
We had to reduce expenditures for clothes and footwear	2
We had to give up acquisition of furniture, electrical equipment and other consumer durable	3
We had to give up acquisition of car, dwelling, apartment	4
We had to give up trip abroad	5

B32. What social stratum do you attribute yourself to?

Lower	1
Middle	2
Higher	3

B33. Do you intend to find a job abroad?

Yes	1
No	2
Hard to say	3

B34. If yes, where will you look for a job, what country will you try to go?

Romania	1
Russia	2
Ukraine	3
Germany	4
Italy	5
Portugal	6
Spain.....	7
Other (specify)	8

B35. Which of the following statements concerning unemployment is the closest to what you think?

Unemployment in our country is unacceptable	1
It is a quite acceptable phenomenon	2
Unemployment makes people to value their work places	3
Hard to say	4

B36. Are there any unemployed among your relatives, friends?

Yes	1
No	2
Hard to say	3

B37. How do you think, what should be done, what will you do or what would you like to do if you would be an unemployed?

I will do everything to change the situation and causes that give rise to unemployment	1
I will look for work	2
I will get registered at CE and will get a new profession	3
I will devote more attention to my family	4
I will do housekeeping, etc.	5

Other (specify)	6
B38. How do your relatives, friends and acquaintances react to the fact you are unemployed? (one answer)	
They express sympathy	1
They try to help me in search of work	2
They think this is my fault that I don't have a job	3
They denounce me	4
Indifferently	5
Hard to say/ Don't know	6
Other (specify)	7
B39. Please say, what means do you live for?	
My own	1
Wage of my spouse, adult children	2
Relatives help me	3
Dole	4
Personal subsidiary plot	5
Occasional incomes	6
Savings	7
Street retail	8
Other (specify)	9
B40. Which of the following estimates characterizes your incomes today?	
Enough money to afford everything	1
Enough money to buy necessary products and clothes	2
Enough money only to buy food	4
Not enough money even for food	5
B41. What do you think, how long will you be able to live without a permanent job?	
Up to 1 month	1
Up to 2 months	2
Up to 3 months	3
Up to 6 months	4
Up to 12 months	5
B42. Were you registered in any CE last week?	
Yes	1→B43
No	2→B44
B43. What brought you to the CE?	
Reduction of staff or liquidation of the enterprise	1
Dismissal on own initiative	2
We had no work for a long time	3
Graduation from an educational institution (of higher or secondary professional education)	4
I have no profession	5

B44. What do you think, what for centers of employment (CE), labor exchange are? Here are 5 options, choose the one that is the closest to what you think.

- To protect somehow persons that are in a difficult socio-economic situation (receive welfare payment, not to lose continuity of employment, etc.)1
- To give the unemployed persons a possibility to find a job and work according to specialty2
- To help change specialty – master a new one3
- To give an opportunity to get any job of any profession (specialty) that is in requisition on labor market in order to earn “good” money.....4
- Labor exchange causes unwholesome hopes for the state, but not for the person itself therefore it is not needed5

B45. Are satisfied with activity of the CE?

- Yes1
- No2
- Hard to say3

B46. If not, why?

Specify _____

B47. What do you think, what is the direction of perfection of CE activity?

- To have more reliable (not obsolete) data on vacancies; selection of staff should be only through labor exchange (centralized)1
- To expand labor exchange quarters, equip it with computers and other office equipment, increase the number of personnel2
- To pay more attention to retraining taking into account wishes of the unemployed3
- To improve legislation on labor and employment4

B48. Did you or do you receive any dole?

- I did1
- I did not2
- I do3
- I do not4

B49. How often do you visit CE?

- Every day1
- Every week2
- Several times a month3
- Several times a year and less4

B50. Were you offered a new profession at the CE?

- Yes1
- No2

B51. Did you take this offer?

- Yes1
- No2

B52. If not, why?

- There were no guarantee of employment according to the offered profession1
 Specialty did not suit me2
 Training center was too far from my home3
 Other (specify)4

B53. Do you want to find a job according to your main profession and do you agree for any job?

- I would like to find a job according to the main profession1
 I agree to any work2
 Hard to say3

B54. Why are there people in this country who live in need? Here are some possible reasons. Which of them do you consider correct and which - incorrect?

		Agree	Do not agree
1	Because they are unlucky	1	2
2	Because of their laziness and lack of willpower	1	2
3	Because there is injustice in our society	1	2
4	It's an inevitable part of modern progress	1	2
5	None of these	1	2
6	Don't know	1	2

B55. Here are some statements about why people work. Irrespective of whether you have a job, or not, which of them comes closest to your situation?

	Mentioned	Not mentioned	
1	1	2	The more I get paid, the more I do; less I get paid, the less I do
2	1	2	I will always do the best I can, regardless of pay
3	1	2	Working for a living is a necessity; I wouldn't work if I didn't have to
4	1	2	I enjoy working, but I don't let it interfere with the rest of my life
5	1	2	My job is the most important thing in my life
6	1	2	Don't know

Section C:

C1. Sex:

Male	1
Female	2

C2. When were you born? _____

C3. Nationality:

Moldovan	1
Romanian	2
Ukrainian	3
Russian	4
Gagauz	5
Bulgarian	6
Other	7

C4. Education:

No education	1
Primary education	2
Secondary unfinished education	3
General secondary education	4
General professional education	5
Lyceum	6
Post-lyceum school (college)	7
Higher education, including unfinished higher	8

C5. What is your total work continuity? _____ years (specify)

C6. What is your civil status?

Married (including civil marriage)	1
Single	2
Divorced	3
Widowed	4

C7. How long have you been married?

Less than a year	1
A year	2
Two – three years	3
Four years	4
Five and more years	5

C8. How many children do you have?

None	1
One	2
Two	3
Three	4
Four and more	5

C9. Are there any other persons, excluding yourself, in your family?

(Interviewer! Note all persons that, regardless of their relationship, run a common housekeeping, i.e. submit money or other incomes into the common budget)

		Yes	No
1	Wife (husband)	1	2
2	Children (specify their number)	1	2
3	Parents	1	2
4	Grandmother, grandfather	1	2
5	Grandchildren	1	2
6	Other	1	2

C10. Place of residence:

City (Chisinau, Baltsi)	1
Town	2
Village, size (number of inhabitants) < 500	3
500 – 1500	4
1500 – 3000	5
3000 – 5000	6
> 5000	7

C11. Region:

Northern	1
Central	2
Southern	3

Guarantee of the interviewer:

Hereby I certify that I carried out the interview personally according to the Instruction by the means of personal interview with the respondent that was selected with compliance to the Instruction.

Signature of the interviewer _____

Instructions for coordinators and interviewers

In the sociological study “Unemployment in Moldova” in order to select respondents in urban/ rural localities route method will be used. Every route will cross one or more sectors of town depending on their size and territorial arrangement.

1. ***Selection of districts, sectors.*** Number of the selected sectors of a town/ village must represent all settlement structures existing within it. In case there is no official arrangement into districts in a town/ village, but due to historically established conditions districts exist and represent a specific settlement structure, selection of streets for the route has to be done taking into account this diversity.

Attention! While selecting structures of a town/ village one should start from requirement to reflect diversity of its particular settlement structure to the largest extent.

2. ***Selection of streets.*** The selected streets must be placed far enough from one another giving a possibility to examine opinions of inhabitants of both one-storied, private buildings, and central, new districts build up with many-storied houses. There should not be more than 10 persons interviewed on each route.

While selecting streets in a village, you should consider type of its building-up as well as in a town.

In case there is a conventional division of a village into the old and new parts, it is necessary to interview people on two streets situated in the new and old parts correspondingly.

3. ***Selection of houses.*** One should determine the number of living houses, buildings, hostels, etc. on both sides of every selected street. All public buildings, shops, organization, etc. are not included in the list.

To determine houses where the poll is to be done, it is necessary to divide the total number of living houses/ buildings on the street by the number of questionnaires. Thus, we determine the step, which you will use to select houses bound to be included in the poll.

Example: $140 \div 10 = 14$ (the step). We will interview every 14th building.

The first house on street we will start polling from, one should determine in the following way: we divide the step (14) by 2.

$14 \div 2 = 7$. So, we will start from the building #7.

The poll is done on the both sides of street – we begin the poll on the odd side and return along the even one. The deficient number of houses we pick on the parallel street.

4. ***Selection of apartments.*** In case of a many-storied building, we divide the number of apartments (120, for example) by 5 (random number) and begin the polling from the apartment # 24.

Example: $120 \div 5 = 24$.

In case of a refusal to answer, we proceed to the next apartment in ascending order of their numbers.

In case of a single-storied house, we follow the following order: one house is equal to one apartment. If there is more than one apartment, we use the rule stated above.

5. ***Selection of respondents in a family.***

- a) Interviewer upon coming to the selected apartment and receiving permission to perform the interview finds out the total number of adult family members (beginning from 15 years of age inclusive) that live in the given apartment.

Persons that are protractedly missing due to military service, business trip, leave, detention, etc. or those who are registered at this apartment, but live elsewhere, who are visiting the hosts of the apartment or live in the apartment temporarily, are not taken stock of.

- b) Interviewer forms a list of all persons living in this family and writes them down according to birthday date within the calendar year, from January to December. Only months of birthday is recorded, other data (gender, age, etc.) are not introduced into the list.
Only that respondent is bound to be interviewed in the family, who is the first to celebrate his/ hers birthday (from the beginning of the year). If there are two persons who celebrate their birthdays on the same day, any of them may be interviewed.
- c) In case of the absence of the person subject to the polling, interviewer should find out the most probable time of his/ hers presence and, if necessary, visit the given respondent the second or third time.
- d) In case of a refusal or the repeated visits (two!) were to no avail, proceed to the next apartment in ascending order (in a town) or to the next house (in a village). Cases of refusal or unsuccessful visits must be registered in the route list.

General rule: one house, one apartment, one respondent!

Rules of completion of questionnaire:

- 1. Questions concerning work in sections 0 and A refer to the previous week, from Monday to Sunday inclusive.
- 2. There must be only one answer for all questions, except for A19, A20, A25, B3, B22, B26 and B30.
- 3. In questions A22, A8, A13, B7, B8, B9 and B23 answers must be written down by interviewer as heard from respondent.
- 4. In questions A22, A23, B54 and B55 it is necessary to mark a whole line.
- 5. Letters and figures that go after the “→” sign point to section and number of the question interviewer should proceed to for further interview.
- 6. In case there is no “→” sign and no letter and figure follow it, proceed to the next question in order.
- 7. Where variants of answer are given, read out all (!) of them without any abridgements.
- 8. Do not read out the “Hard to say” and “I do not know” variants of answer – mark it off only when respondent really has no answer.