Monica Tudor, Dan Marius Voicilas

Romanian Academy-Institute of Agricultural Economics, Macroeconomics Department, Calea 13 Septembrie 13, sector 5, 050711, Bucharest, Romania
monik_sena@yahoo.com; dmvoici@yahoo.com

Innovation and real labour force in rural areas as a basis of future rural development

Abstract: *The common West European problems are the following: population ageing and proportional (and often also absolute) decline of the labour force. These deficits are partially covered by the East-West migration flows for work, but these labour force movements generate similar problems on the labour markets in the origin countries. The external migration flows for jobs from CEE countries to West European countries are motivated, on one hand, by the lack of occupational alternatives in the origin countries, and on the other hand by the significant differences between the labour remuneration in the origin countries and the West-European countries, as main destinations of the circulatory migration flows. The job deficit in the CEE countries is much stronger in the rural areas, so that the pressure upon the occupational migration is greater for the active population in these areas. The rural entrepreneurship capacity to bring an active contribution to sustainable economic growth, to provide jobs and to contribute to the general welfare increase has an optimizing trend when: the total number of entrepreneurs is great and increasing; the share of employers in the employed population is on the rise; the young people are well represented in the age structure of employers. The main question that remains is the following: what is the innovation level and who will be the innovators in the rural area in the CEE countries as long as the migration level to the West-European countries remains high? As a consequence, the following question arises: what is the real available labour force in the rural area on which the economy can rely in the CEE countries, both in statistical and practical terms?As a result of this study, the approximate determination of the innovation level, of the real labour force in the rural area and of the interdependencies between these two indicators is expected, under the conditions of a strong migration phenomenon.*

Keywords: *real labour force; rural area; entrepreneurship; Romania*

Introduction

In the last decades, the debates quite often focused upon the entrepreneurial economy and entrepreneurial capitalism (Baumol et al. 2007), the researchers demonstrating that the high levels of entrepreneurial activity can have positive effects upon job creation and economic growth (Lafuente, Driga 2007). The entrepreneurship became an instrument for the economic development in the rural areas. The European Union and the member states of the Organization for Economic Cooperation and Development (OECD) introduced policies in the last ten years that use entrepreneurship as a main instrument for the development of the rural areas (EU -Lisbon Declaration of March 2000; Vaillant, Lafuente, 2007). In the context of its rural area development, the European Union has increasingly focused upon Pillar II – Rural Development, where the shift moves from agriculture to the diversification of the production base of the rural area (EC - RDP 2007-2013). At the same time, there has been an increased interest for the stimulation of new business initiation as a key element in the process of development and revitalization of the less-favoured EU areas (EC FP 7 program). OECD included the endogenous economic growth and the entrepreneurship among the main targets of the New Rural Paradigm Program (OECD 2006).

The new private entrepreneurial initiatives become extremely important in the context of transition, as they have been less influenced by the economic context in which the state companies evolved (Estrin et al. 2006:693) turning into the engines of the economic and social progress.

For the Romanian economy, in general, and for the rural area, in particular, the entrepreneurship development represents a significant component the dynamics and structure of which depend on the sustainable economic growth rate. By their characteristics: innovation, close links with the community, high dynamics, optimum use of local resources, job creation, the small and medium-sized enterprises influence development, mainly at local and regional levels (Işfănescu, 2008).

A successful private initiative depends not only upon the entrepreneurs' innovating capacity but also upon the available zonal labour force, whose characteristics: age, professional training, experience, availability can become an opportunity or a risk for a successful private initiative. The available labour represent a support of entrepreneurial development when, owing to its characteristics, it can be immediately and efficiently mobilized in a rural business; or it can become a constraint to private business initiative development if it is an old-aged, poorly trained labour force, it does not have the necessary skills for the new business development and/or it is not available on the local market.

The common West European problems are the following: population ageing and proportional (and often also absolute) decline of the labour force. These deficits are partially covered by the East-West migration flows for work, but these labour force movements generate similar problems on the labour mar-

kets in the origin countries. From this perspective, it seems imperiously necessary to determine the actual available labour force in a certain area, namely the number and structure of the people who are effectively available to contribute to the labour supply on the micro-regional labour market.

Methodology

The theoretical and practical evidence reveals that the development perspectives of a given area depend on the bi-univocal relation between the size and dynamics of the entrepreneurial initiative, o none hand, and the characteristics of the labour force that is effectively available on the labour market, on the other hand. The main characteristics of the rural entrepreneurship that enable us to evaluate the stage and development dynamics of the business initiative envisage four main aspects:

Firstly, the capacity of rural population from a certain area to perceive the opportunities of business development and the extent to which it assumes the risks of business initiation and continuation; this is expressed by the dynamics number of employers as a measure of the extent in which the rural area benefit from a favourable economic and social context, which is stimulating for the initiation of new business and the development of the already existing business activities. A positive dynamics expresses the capacity of the existing entrepreneurs to stay into business and a stimulating environment for new entrepreneurial initiatives. On the contrary, a decreasing dynamics highlights the failure of entrepreneurs and it is a direct consequence of the deficient orientation with regard to business opportunities (for example, the initiation of too many businesses with the same object of activity in a small area can lead to the bankruptcy of those poorly capitalized, to the diminution of the success possibilities of a business generated by the change of the economic and social context in which a certain enterprise evolves (for example, a generalized economic crisis (for example, a generalized economic crisis influences the consumers' purchasing power, these narrowing the solvent demand of goods and services, which negatively impacts their possibility ton sell their products for the small niche businesses or those that do not supply strict necessity goods).

Secondly, the ***incidence of entrepreneurial concerns in the employed population*** that expresses the propensity of economically active people to fructify their initiatives and to become independent from the constraints imposed on the labour market; this characteristic is expressed by the indicator: share of employees in the employed population of a given rural area and a higher value of this is associated to a more favourable perception of the successful opportunities of a private business in a given area. The evaluation of the success opportunities in a new business initiation largely depends on the capacity of this initiative funding; this capacity depends on the development level of the rural area. The OECD Report 2006 draws the attention on the fact that the rural firms have to suffer from the poor finance opportunities. It is estimated that funding the establishment or enlargement of the activity of a private rural firm takes place on the

basis of funds coming from the entrepreneurs' own resources, from the family members and from friends. In the poor regions, the potential entrepreneurs and their closest persons are more prone to the risk of having lower incomes and/or savings. For them, funding the business initiatives becomes a difficult mission and the opportunities to initiate a new business are lower.

Thirdly, the measure of the ***entrepreneurship capacity in a rural area to be open, to understand, internalize and even generate innovating models*** is put into direct correlation with the age of people who initiate a self-employed activity. The structure by age of employers reflect the share that each age category has in total employed population with employer status; this structure provides significant signals with regard to the potential innovating capacity of the employers in a given area. Thus, an age structure of employers where the young people have a greater importance, is associated to greater opportunities to accept innovation, to internalize new ideas of business management, new technical and technological procedures and to generate innovatory ideas duet o a larger opening towards risk assumption, which is associated to younger age. The opening to innovation also stems from the fact that usually young people have a higher educational capital compared to older people and their social independence permits them a much higher mobility.

Finally, the measure of ***diversification of fields where the entrepreneurial initiative is manifested*** reflects the entrepreneurs' innovating capacity expressed by seizing and fructification of the new business opportunities at local level. The diversification of the local rural business environment is the symbol of creation of a new stable and sustainable economic structure, which should consolidate a viable economic tissue. The balanced distribution of investments in business in all the activity sectors is a guarantee to the operability of the local economic tissue and to a more efficient use of local resources. On the other hand, the diversification of the rural business environment implies the increase of off-farm job opportunities and the diminution of the rural populations' incomes dependency on the primary sector of the economy.

The human capital characteristics that enable us to evaluate the stage and development dynamics of the active implication on labour market envisage five main aspects:

Firstly, ***the population ageing*** reflects the demographic regeneration potential at the rural level and it is expressed by the population ageing index (calculated as a ratio of the number of persons over 65 to those up to 14 years old). The values larger than one of this index induce great risks of decreasing the number of the population in the rural area, which is similar to a contraction of the demand on the local markets for goods and services, making the micro regions less attractive for investments.

Secondly, the ***labour renewal index*** - calculated as ratio of the population aged 15-29 years to that aged 33-44 years. As it compares the young labour force

volume, at the very beginning of active life, to the volume of adult labour, this index highlights the trend in the evolution of labour available for the future. A ratio larger than one reveals the growth opportunity of the young labour force available on the rural market, which favours the attraction of investments in alternative economic activities. By contrast, the more the ratio tends to zero, the higher the contraction risk of the available labour at rural level.

Thirdly, ***structural modification of rural employed population*** - indicated by the modification of the employed labour by the three main economic activities (agriculture, industry - constructions and services). This indicator is (partially) the result of the diversification of the fields where the entrepreneurial initiative is manifested. On the other hand, the variation of the rural occupational structure by age groups reveals the intersectoral occupational mobility trends of the different age categories and their access opportunities on the labour market.

Fourthly, the ***educational structure of the rural labour force*** becomes very important as it reflects the distribution by different educational levels of the rural population and reveals whether the professional training of labour represents an opportunity or a risk for the development of non-agricultural entrepreneurial initiatives. The implementation of economic activities that require a higher training level can be facilitated when the persons with a higher educational level prevail in the labour force; on the contrary, it can be constrained when the educational level is low as the low educational level is associated to the risk of being reluctant to innovation in the occupational behaviour.

Finally, the ***size and characteristics of the circulatory migration for work***, both internal and mainly to foreign countries, have an impact upon the real available labour, i.e. upon the volume and structure by age, gender and educational levels of the population that is effectively available on the labour market. There is a mutual inter-conditionality relation between the circulatory migration flows for work, on one hand, and the development of entrepreneurial initiatives, on the other. Thus, the circulatory migration size is determined by the lack of job opportunities in the rural area stemming from a poor development of the small entrepreneurial initiatives. The rural active population mobilization in the circulatory migration flows to work considerably diminishes the effectively available labour force on the rural labour market. Furthermore, considering that the most dynamic labour suppliers are the young and better-trained, the characteristics of the effectively available labour force in the rural area tend to worsen (accelerated ageing, poor educational and training level).

The conclusions of the present study are a result of a qualitative and quantitative analysis based on secondary data supplied by the National Institute for Statistics (NIS) and the primary data resulting from a field survey in four representative communes from the aspect of the experience in migration[1].

[1] Capacities Project – DALFI 2008/2010, coordinator IEA (field surveys in four representative communes from the point of view of the experience in migration abroad – September 2009

The rural entrepreneurship capacity to actively contribute to sustainable economic growth, to provide jobs and to contribute to the general welfare increase tends to optimization when:

- The total number of entrepreneurs is high and increasing
- The share of employers in the employed population is increasing
- Young people are well represented in the age structure of employers
- The structure of fields where the entrepreneurial initiative is manifested is diversified.

The extent to which the active population of the Romanian rural area perceives the opportunities of business development and it is able to assume the risks of business initiation and continuation had a general increasing trend in the period 2005 – first quarter 2009, the number of employers increasing by 15.7%, with a more accelerated growth rate in the first quarter 2009 compared to previous years (Figure 1). Although it seems contradictory in a period of economic crisis, this increase in the number of entrepreneurs in rural Romania is the result of the stimulating action of the structural funds devoted to support the small private initiatives (start-up included). As a result, the capacity to seize and fructify the local business opportunities seems to increase, the previous argument being strengthened by the fact that the number of employers constantly increased in the period 2005-2009, by a steady and also sustainable rate (by more than 10% per year).

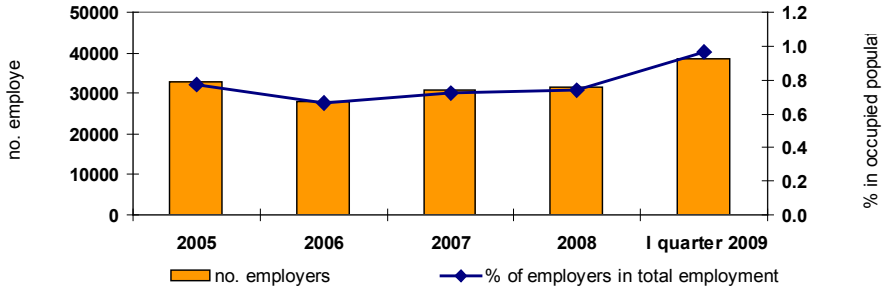

Figure 1. Entrepreneurship dynamics in rural Romania
Source: NIS, tempo on-line, www.insse.ro

With 13.5 employers/commune in 2009, the number of private rural businesses is still far to be sufficiently high so as to determine a steady and sustainable economic growth in the long run. Consequently active measures should be taken to support the private initiative so as to speed up the development of entrepreneurial activities, the more as the general population's attitude is favourable to private business development.

The incidence of entrepreneurial concerns in the rural employed population follows the evolution of the number of employers in the investigated period. After Romania's joining the EU in (January 1st 2007), the business environment became more stable and stimulating; the share of employers in the employed population increased from 0.66% in 2006 to 0.96% in the 1st quarter of the year 2009. We can notice an increase of the perception on the success opportunities of a new private business, which encourages the people with initiative to assume the risk of initiating their own business or under partnership with other people with similar initiatives.

The innovative capacity potential reflected by the rural employers' age structure and the evolution of this structure in time is shown in Figure 2. While at the beginning of the investigated period the share of employers under 35 years old was about 23.3%, in the first quarter of the year 2009 this indicator reached 31.4%. At the same time, the share of employers older than 65 years decreased from 1.8% at the beginning of the period to 0.5% in 2009. These evolutions indicate a foreseeable process of accelerated rejuvenation of the category of employers in the near future. The above-mentioned phenomenon can have a positive influence upon the entrepreneurs' appetence for innovation, as the younger employers are much more open to innovation and technological transfer in business initiation, management and administration.

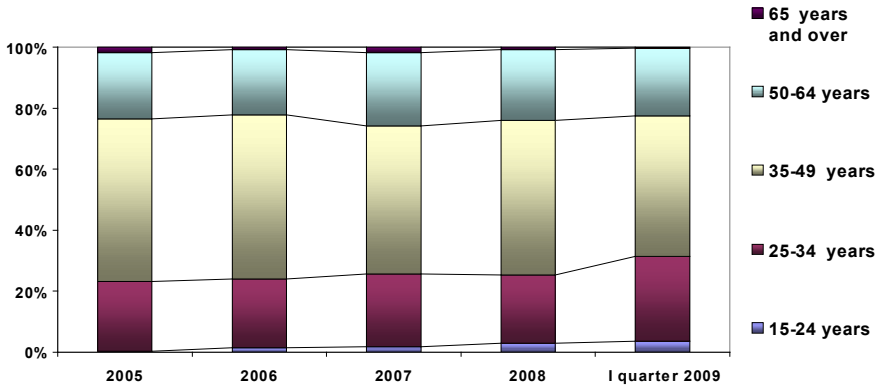

Figure 2. The dynamics of rural employers structure by age in Romania
Source: NIS, tempo on-line, www.insse.ro

The employers' age structure, in which the young people have quite a large and increasing share, represent a remarkable comparative advantage for the Romanian rural area, as young-aged employers are associated to greater opportunities to accept innovation, to internalize new ideas of business management, new technical and technological procedures and to generate innovating ideas due to the willingness to assume the risk, which is generally associated to young age. The openness to innovation also stems from the fact that usually the young people have a higher educational capital compared to older people and their social independence permits them a much higher mobility.

The structure of fields in which the entrepreneurial initiative is manifested in the Romanian rural area reveals a low diversification, being dominated by the economic operators that carry out their activity in the trade sector, mainly in the retail sector. This fact is reflected in the distribution of entrepreneurial initiatives by activity sectors where 52.5% of employers operate a business in the trade sector, 19.4% in the manufacturing sector, 9.0% in constructions and other 9.4% in primary sectors.

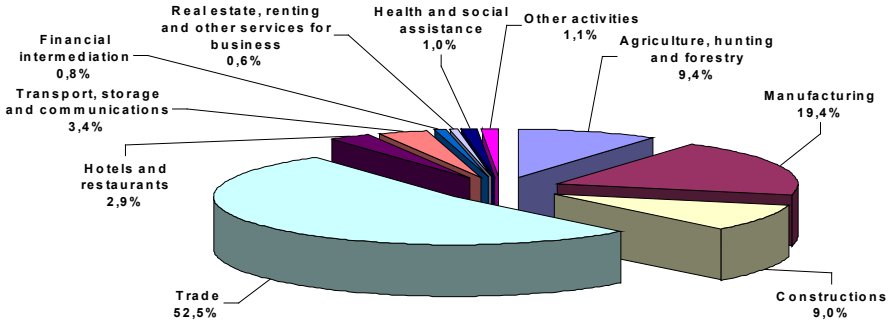

Figure 3. Structure of rural entrepreneurial initiative in Romania, by activity sectors in the year 2007 – % in total number of employers
Source: NIS, Yearly Statistical Yearbook

The mechanisms of the Romanian rural economy system are not fully functional yet, the rural business structure being still deficient in the area of services – other than retail trade – which should facilitate the development of enterprises in the primary and secondary sectors.

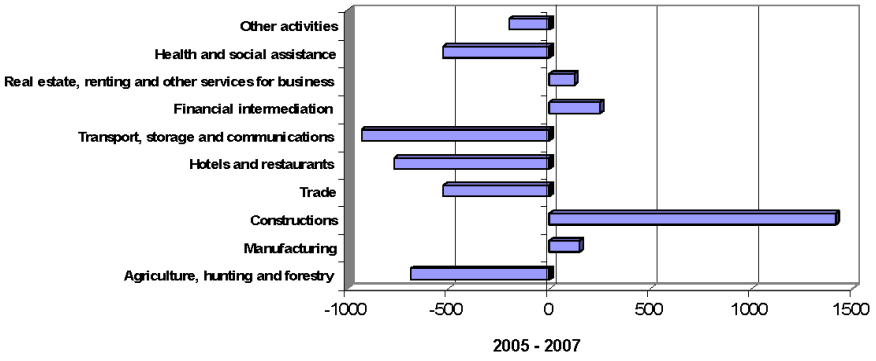

Figure 4. Entrepreneurs' evolution by activity sector (2005-2007)
Source: NIS, Yearly Statistical Yearbook

In dynamics terms, structural changes have appeared in the Romanian private rural economy system, the invested capital in the private business mostly shifting to the sector of constructions, followed by the financial intermediations and manufacturing (Figure 4). It seems that the rural busi-

ness environment is not capable yet to build up and support structurally balanced development, providing insufficient business success opportunities in the fields of: Transport, storage and communications; Agriculture, hunting and forestry; Hotels and restaurants, etc., the number of which decreased in the period 2005-2007.

The development of the constructions sector is largely determined by an increasing demand from the part of the population that invests in the renovation or building up of dwellings and less in building up of support technical infrastructure for business development. What endangers the long-term sustainability of the rural economic system and its capacity to provide job opportunities is the significant diminution of the number of entrepreneurs activating in the sectors of transport and storage; agriculture; hotels and restaurants.

The diminution of the number of private firms having as activity object the transport and storage is a critical issue, as the main problem in the marketing of rural products is the missing link that should connect the direct producers to processors and/or final consumers. The disappearance or diminution of the number of those that provide these services in the rural communities will make the situation more difficult for the product flows from producers to market, and will increase the selling costs of products for the direct producers. The small business in the sector of hotels and restaurants (where the rural boarding houses are included) seems to suffer from the poor promotion and advertising of Romania's tourism, landscape and traditional rural cuisine.

The rural entrepreneurship capacity to have an active contribution to sustainable economic growth, to provide jobs and contribute to the general welfare increase has an optimizing trend because: the total number of entrepreneurs is increasing; the share of employers in the employed population is on the rise. Entrepreneurs' innovating capacity is increasing in Romanian rural area because the share of young people increased in the age structure of employers.

Labour force in rural Romania - demo-occupational trends

After 1990, Romania's rural population experienced a moderate tendency of population ageing, which affects the demographic regeneration capacity. The direct effect of demographic ageing is the decrease of the rural population number, which is also amplified by other demographic and occupational factors, such as the rural population migration to the urban areas or to foreign countries. In the last twenty years, Romania's rural population decreased by 10%, the rural area depopulation generating a contraction of demand of goods and services in the rural areas, which makes this area less attractive for the new entrepreneurial initiatives, mainly in the rural areas where the ageing and depopulation phenomena are more pregnant.

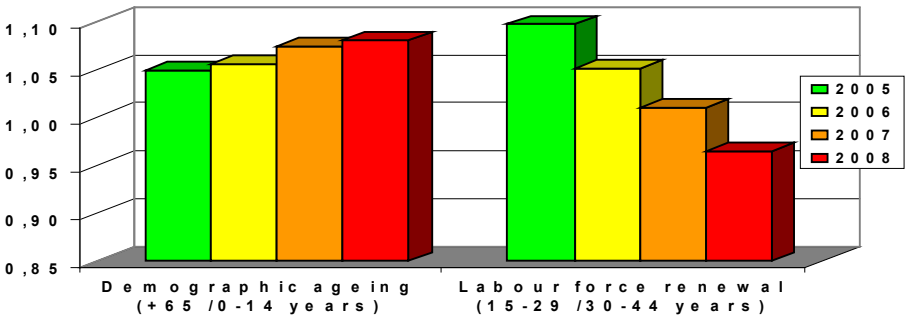

Figure 5. The evolution of the rural demography
Source: NIS, tempo on-line, www.insse.ro

The labour renewal resources are exhausted in the Romanian rural area; the ratio of the population at the beginning of the active period (age group 15-29 years) to the population in the middle of active life (30-44 years) experienced an accelerated decreasing trend in the period 2005-2008 and it became less than one in the last year of the investigated period. This evolution will determine an accelerated ageing of labour force itself, as in the age structure of the active population, the young people will have an increasingly lower share, while the share of the mature and old population will increase. Active population ageing has a negative impact upon the population dynamics on the rural labour market. Labour force ageing is accompanied by the decrease of the labour force innovating capacity, occupational mobility and of the capacity to assume the risk of occupational status change. All these represent risks for the implementation of new entrepreneurial initiatives in the rural area.

The rural population's occupational mobility, in general, followed an ascending trend, the number of people employed in the primary sector of the rural economy decreasing by 4.1% in the period 2005-2007, in favour of the employment increase in the secondary (+7.4%) and tertiary (+10.5%) sectors. In spite of this, over 60% continues to be employed in agriculture, due to the lack of off-farm employment opportunities in other activities of rural economy and the low educational level.

The occupational mobility analysis by age groups reveals significant disparities with regard to the occupational behaviours, namely:

- The largest part of those who give up farming activity are the young people, less than 34 years old;
- The young active population is not included in an ascending occupational mobility process; most of those who give up the agricultural business do not find a job in the secondary and tertiary sectors;
- Private entrepreneurs in the rural area who have a business in industry, constructions or services sectors prefer to hire labour from the category of mature active life (35-44 years) or even older, maybe taking into consideration the work experience accumulated by these groups.

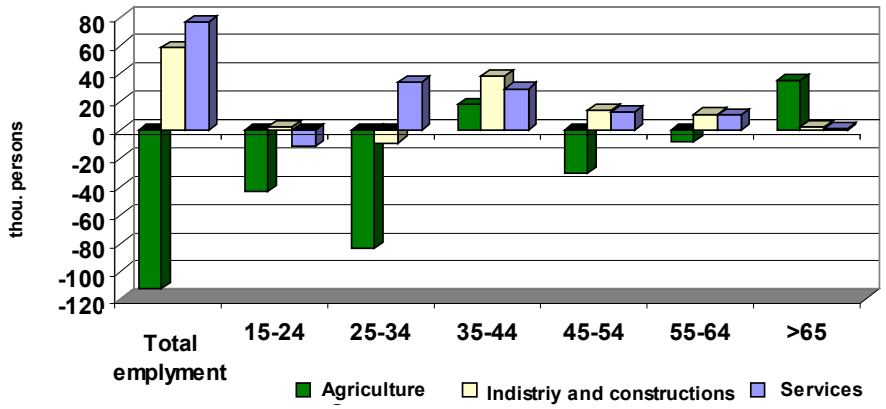

Figure 6. Structural modification of rural employed population by age, by activities 2007-2005
Source: NIS, tempo on-line, www.insse.ro

Although the young labour force is ready to accept an ascending occupational mobility, the weak development of the Romanian non-agricultural rural economy system results in low occupational opportunities; furthermore, the rural population's training is also a factor that constrains the ascending occupational mobility. of the rural population. Thus, more than 45 % of the employed population continues to have a low educational training in rural Romania.

As the development stage of the rural economy does not provide sufficient occupational alternatives for its active population, intra-rural occupational mobility is substituted by searching for a job in the urban area and/or abroad.

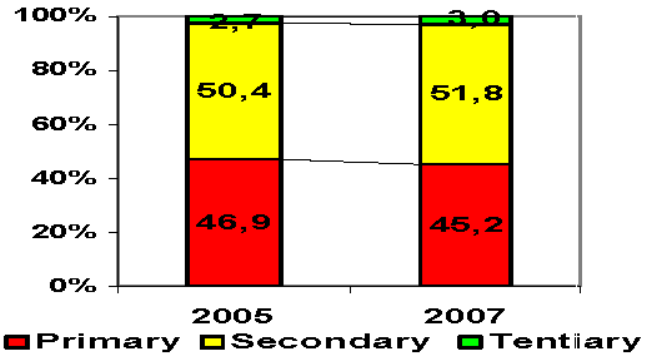

Figure 7. Educational structure of employed rural population
Source: NIS, tempo on-line, www.insse.ro

Real labour force in rural areas

The external migration flows for jobs from CEE countries to West European countries are motivated, on one hand, by the lack of occupational alternatives in the origin countries, and on the other hand by the significant differences

between the labour remuneration in the origin countries and the West-European countries, as main destinations of the circulating migration flows. The job deficit in the CEE countries is much stronger in the rural areas, so that the pressure upon the occupational migration is greater with the active population in these areas. For instance, while officially 1.2 million Romanians left abroad for working on contract basis, the estimations of the specialty studies reveal that in reality their number is at least double, as here those people are included who are working abroad without being registered at the labour force migration offices. As a result, about 2.5 million Romanian people are working abroad. Out of these, the studies indicate that 50% (Dumitru, Diminescu, Lazea 2004; Migration Office) come from rural area. About 4.5 million active people are living in the rural areas. Hence about 1/3 of these people left for work abroad.

In the areas of origin of the migratory flows, the dislocation of the labour force generates a diminution - temporary diminution or for variable periods of time – of the disposable labour force; in the areas of destination, it results in an increase of the available labour force. That fact shifts the equilibrium point on the labour markets in both regions mentioned above. In the structure of rural population involved in circulatory migration to foreign countries, it is the young active population that prevails, the largest part of those who leave to work abroad having an educational level above the rural average.

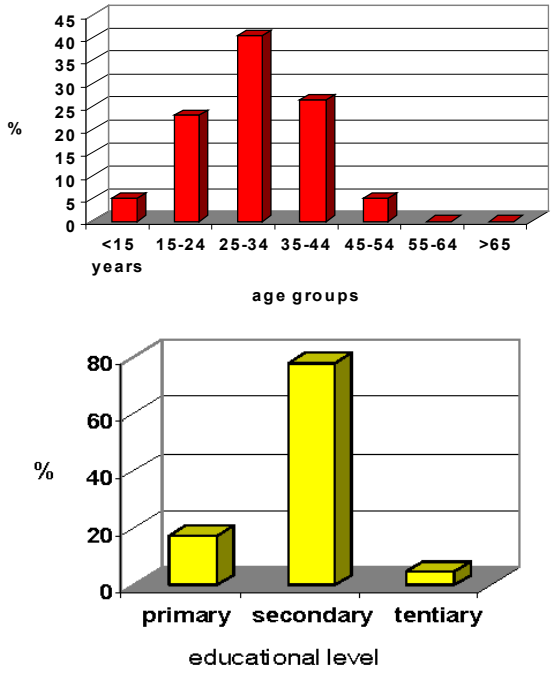

Figure 8. The structure of rural population involved in circulatory migration to foreign countries (a) by age and (b) by educational level
Source: Capacities Project – DALFI 2008/2010, coordinator IEA (field surveys in 4 representative communes from the point of view of the experience in migration abroad – September 2009)

The data from the field survey conducted in September 2009 on certain representative samples of holdings in four Romanian communes reveal the fact that the access on the labour markets of other countries substitutes the employment in agriculture of the rural active population belonging to the age groups 15-34 years. The rural population's reaction to the low job supply in the rural area is the territorial mobility of the labour supply to those areas where the business environment is more developed and the labour market is functional. The men and the women from the rural active population are equally included in the migration flows to work abroad.

The size of the circulatory migration phenomenon for work – both in Romania and abroad – results in a significant decrease of the active population that effectively supports the labour force supply at a certain moment, in a certain rural area. A simple estimation of the real available active population on the basis of the data from the survey conducted in September 2009 under the project DALFI[2] reveals that in total active population with the domicile in the four communes from the sample, only 37.7% is permanently present in the commune and thus supports the labour force supply at commune level (Table 1).

Table 1. Structure of active population and the real available active population at community level

Active population with the domicile in the households included in sample, out of which:			
- % of active persons permanently present in the commune	37.7	37.7	37.7
- % of persons working in another commune	4.0	4.0	-
- % of persons working in another town	26.4	26.4	-
- % of persons working in a foreign country under occupational arrangements shorter than 6 months	4.6	4.6	-
- % of persons working in a foreign country under occupational arrangements longer than 6 months	27.3	-	-
Active population with the domicile in the households included in sample	**100**	**out of which:**	
Total active population according to LFS definitions		**72.7**	
Real available active population at commune level according to DALFI			**37.7**

Source: Capacities Project – DALFI 2008/2010, coordinator IEA (field surveys in 4 representative communes from the point of view of the experience in migration abroad – September 2009)

At the same time, the other 30.4 % of the active population domiciled in the investigated communes is working in other localities in the country, being included on a large scale in the daily commuting flows. The share of rural active population included in the circulatory migration flows to work abroad reaches 31.9%, the largest part having occupational arrangements longer than six months.

The analysis of the active population structure on the basis of the data from the field survey highlights the need to revise the statistical indicators regarding the calculation of labour force indicators in the European Union Labour Force Survey (EU-LFS) due to the impact that the circulatory migration to work has upon the real available labour force.

[2] Capacities Project – DALFI 2008/2010 (Coordinator: IAE, Bucharest; Partners: ICES "Gh. Zane" Iasi; USAMVB, Timisoara; Pitesti University)

The EU-LFS data obtained from the survey are individuals and households. The survey is intended to cover the whole the resident population, i.e. all persons whose usual place of residence is in the territory of the Member States of the European Union. Private households - comprises all persons living in the households surveyed during the reference week, and those persons absent from the household for short periods due to studies, holidays, illness, business trips, etc. According to the European Social Survey, 2004, the private households include: people on holiday, away working or in hospital for less than 6 months; school-age children at boarding school; students sharing private accommodation; exclude: people who have been away for 6 months or more, students away at university or college; temporary visitors.

According to these definitions, Total active population according to LFS includes all active persons whose usual place of residence is in the territory of a certain territory, regardless if they are working away for less than 6 months. But not all the active persons at a rural community level (according to LFS definition) are effectively available to respond to the labour force demand from the local economic operators, as part of the active population is working: on daily, weekly commuting basis in other locality from the country; or on the basis of contractual arrangements shorter than 6 months in a foreign country. That is why, by DALFI we intend to propose a new statistical methodology and indicator that estimates the real labour force, that force which is available for entrepreneurs and their plans. As we saw in Table 1, this force sums up only 37.7% from the total active population, which totally modifies the rest of the indicators that can be calculated at the local level by authorities, the business strategies and future plans.

Conclusions

Entrepreneurship “per se” has an increasing trend in the rural area and may become an instrument for the rural development; yet there is a potential deficit of real labour force in rural areas due to:

- Labour force ageing;
- Low educational and training level;
- External migration of the young and better-educated people.

For the two rural development components (entrepreneurship and labour force) to have a mutual driving effect, the entrepreneurs must have a good knowledge of the volume, structure and characteristics of the active population that effectively supports the labour force supply at a certain moment, in a certain rural area. This is the reason why, by this survey and project, we intend to “re-calculate” the real labour force in rural area.

The utility of the model we are going to construct is obvious. The present indicators estimating the labour force cannot fully reveal the implications of the occupational migration flows upon the labour force (expressed in hours/man, days/man) that a region effectively has at its disposal at a certain mo-

ment. There are two main parts involved in this calculation: the country of origin and the country of destination. In the areas of origin of the migratory flows, the dislocation of the labour force generates a diminution - temporary diminution or for variable periods of time – of the disposable labour force; in the areas of destination, it results in an increase of the available labour force. That fact shifts the equilibrium point on the labour markets in both regions mentioned above.

Our partial results, after the survey conducted in four communes, underline the hypothesis that the reality is different than in statistics. The discrepancies between the data available from EU-LFS, the data available from ESS-2004 and the results of the survey done under the DALFI Project are huge. That is why the estimation of the real labour force is necessary and the present statistics must be updated with new indicators and methods.

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