

GIG ECONOMY, ALTERNATIVE FORMS OF WORK IN RURAL AREAS, IN THE CURRENT ECONOMIC AND SOCIAL CONTEXT

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Abstract

In the current economic and social context, dominated by the influences of the rapid development of technology and communications, the labour market is undergoing structural changes, job demand and supply are reshaping, labour arrangements are resizing in form and volume. Another factor that significantly affects the structure and dynamics of the labour market is the current health crisis. The negative impact on the various economic sectors affected by the crisis implicitly entails changes in the balance between job demand and supply, as well as the reassessment and decision to choose effective work arrangements. GIG economy, representing all atypical forms of work, presents an increasingly complicated and difficult to predict dynamics, as a result of the economic and social impact of current factors of influence. The purpose of the article is to analyze and predict the dynamics of different forms of work in the Romanian rural areas, starting with the forms of full time, permanent contracts to contingent forms of work. The analysis method used in this paper is the quantitative one. From the analysis performed, it can be deduced observations and results that define the general framework of all forms of work in Romanian rural environment and the dynamic tendencies of the different forms of work commitment during the analyzed period. Full time contracts, regardless of how they are registered, as a determined or indefinite period, have the largest share of the total number registered at national level in rural areas. On the other side, part-time contracts register different dynamic trends, in the sense that the permanent ones have an ascending trend, and the contingent forms register a sudden collapse in the period 2017-2018, by approximately 400% compared to previous years. Part time permanent jobs increase with 67.43% in 2020 compared to 2010.

Key words: GIG economy, permanent work, full-time, part-time, temporary work, rural statistics, Romania

INTRODUCTION

All forms of temporary work below and define GIG economy. In the last decade, the GIG phenomenon has grown, the contingent work model being more and more considered and applied [1]. People are moving towards contingent work patterns, either for reasons of financial independence or for rounding incomes, autonomy and efficiency in general [7]. From the category of exogenous determinants on the GIG labour market, we must mention the speed of development of communication and technologies, with immediate effect in removing these types of barriers for online access, in the search and contracting process. At the same time, the great online work platforms have been

developed, the job offer belonging to different economic sectors moving mainly in the online environment. The fast connection and easy access model to an important supply volume continues to influence the movements on the labour market, as volume and as different types of contracting (permanent or temporary contracts, project type, full time or part. time). Working in rural areas has different characteristics and dynamics than in urban one. The indicators of influence on the rural work dynamics depend on the infrastructure of transport level, the entrepreneurship volume and dynamics, the number of companies operating in this environment, the level of education of the working population, income or poverty degree, social benefits volume in rural environment, the results of the

implementation of European and national economic development policies in rural areas etc. We also must consider the classification of rural areas, because each type has different characteristics and impacts on different work patterns [4]. Therefore, they are: rural areas on the outskirts of cities, characterized by longer distance to work, mostly in urban areas; rural agricultural areas, with seasonal and temporary traits of forms of work [3], seasonal areas with predominant activity in tourism and services; rural areas derived from former production or extraction activities, where the number of jobs is very limited. And last but not least, the health crisis started in 2020, has as impact the resizing of the functional companies' volume in the rural area and implicitly of the immediate changes of the labour supply, with effects on the employment rate [5]. In this context, the purpose of the analysis is to highlight the dynamics of the mentioned categories of indicators, for the reference period, to understand better how the GIG phenomenon evolves.

MATERIALS AND METHODS

This analysis approach of rural areas forms of work is based on the quantitative method; data being provided by National Institute of Statistics (INSSE). Analysis data include: number of employees with different work commitments, classification by type of gender, level of education or different weekly working hours. The evolution of the different forms of work for the period 2010 - 2020 is calculated, respectively the forms of permanent and contingent work contracts. The availed statistical data referring to 2020 represent an average of the values of the first and the second quarters related to this year, during the analysis there were no significant value differences compared to the other years of the analyzed period, which would influence the results of the study.

RESULTS AND DISCUSSIONS

Permanent forms of work

The permanent forms of work represent the

most common way of contracting between employer and employee and regardless of the environment in which they are registered (national, urban, rural areas), considering also the Romanian state of economic stability in the last decade and the influencing factors on the Romanian labour market dynamics, the number of permanent contracts is increasing constantly.

At national level, as can be seen from the data included in Table 1, the number of permanent employment contracts decreased in 2020 by about 90,000 compared to the previous year, as an immediate result of the impact of the pandemic crisis on economic activity. However, even under the pandemic effect, in rural areas the number of permanent employment contracts increased in 2020 compared to 2019, with 3,438. At the same time, it should be mentioned that the share of permanent full-time contracts in rural areas in the national total is between 25.82% in 2010 and 32.19% in 2020.

In the following, the analysis is performed in terms of the number of worked hours per week and are highlighted both the share of different categories in the total number of permanent employment number in rural areas and the way they evolved in the reference period 2010 – 2020.

Statistical data and the dynamics of each type of contract can be shown in Table 2 and graphically represented in the Figure 1. The highest share in total number has the category of permanent contracts with 40 hours per week - full time contracts (with values between 75.69% for 2010 and 80.58% for 2020, with an upward trend throughout the analyzed period and insignificant decrease at the level of 2020, of 5.16% compared to 2019), followed by those with the number of hours worked higher than 46 (the values vary between 18.41% of the total for 2010 and 7.82% at the level of 2020, the trend being significantly decreasing throughout the analysis period), the lowest weights being those of permanent contracts of 1-35 hours (from 1.89% in 2010, to 2.21% registered in 2020 and a constant trend of evolution) and 36-39 (0.08% in 2010 and 0.15% registered in 2020) and 41-45 (from 1.71% for 2010 to

0.72% registered in 2020) of hours worked weekly.

If we consider that a full-time contract has 40 hours worked weekly, from the current data in Table 2 we can see that the first category

highlighted, with 1-35 hours worked weekly, represent a significant part of the partial work form category and also, we can say that the volume of this form of work increases with 67.43% in 2020 compared to 2010.

Table 1. Permanent forms of work in rural areas

Permanent forms of work	Period										
	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Total national	5,589,982	5,615,359	5,645,702	5,661,074	5,762,816	5,977,359	6,114,668	6,313,216	6,425,327	6,484,865	6,398,010
Rural	1,443,213	1,432,928	1,463,649	1,493,160	1,512,534	1,731,107	1,831,774	1,955,116	2,019,322	2,056,278	2,059,716
rural dynamic	:	-0.71%	2.14%	2.02%	1.30%	14.45%	5.82%	6.73%	3.28%	1.83%	0.17%
% from total national	25.82%	25.52%	25.93%	26.38%	26.25%	28.96%	29.96%	30.97%	31.43%	31.71%	32.19%

Source: author's calculation, based on NIS data [8].

Table 2. Employees with a permanent work schedule according to the usual working hours of the working week

Effective duration of the working week (unit: no. of persons)	Period										
	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Total	1,443,213	1,432,928	1,463,649	1,493,160	1,512,534	1,731,107	1,831,774	1,955,116	2,019,322	2,056,278	2,059,716
1 - 35 hours	27,216	25,050	32,204	29,704	25,831	36,035	34,244	43,196	41,849	41,291	45,568
% total	1.89%	1.75%	2.20%	1.99%	1.71%	2.08%	1.87%	2.21%	2.07%	2.01%	2.21%
1 - 35 hours, dynamics		-7.96%	28.56%	-7.76%	-13.04%	39.50%	-4.97%	26.14%	-3.12%	-1.33%	10.36%
36 - 39 hours	1,118	691	865	357	770	1,746	1,993	1,712	1,292	2,899	3,185
% total	0.08%	0.05%	0.06%	0.02%	0.05%	0.10%	0.11%	0.09%	0.06%	0.14%	0.15%
36 - 39 hours, dynamics		-38.19%	25.18%	-58.73%	115.69%	126.75%	14.15%	-14.10%	-24.53%	124.38%	9.85%
40 hours	1,092,345	1,104,429	1,121,001	1,165,408	1,225,111	1,461,032	1,563,052	1,691,178	1,750,289	1,747,311	1,659,633
% total	75.69%	77.07%	76.59%	78.05%	81.00%	84.40%	85.33%	86.50%	86.68%	84.97%	80.58%
40 hours dynamics		1.11%	1.50%	3.96%	5.12%	19.26%	6.98%	8.20%	3.50%	-0.17%	-5.02%
41 - 45 hours	24,679	21,820	17,384	24,429	25,402	16,239	14,117	15,230	19,705	24,004	14,831
% total	1.71%	1.52%	1.19%	1.64%	1.68%	0.94%	0.77%	0.78%	0.98%	1.17%	0.72%
41 - 45 hours dynamics		-11.58%	-20.33%	40.53%	3.98%	-36.07%	-13.07%	7.88%	29.38%	21.82%	-38.22%
46 hours and over	265,712	252,966	259,482	241,296	200,811	182,472	187,996	173,066	170,711	206,895	160,974
% total	18.41%	17.65%	17.73%	16.16%	13.28%	10.54%	10.26%	8.85%	8.45%	10.06%	7.82%
46 hours and over dynamics		-4.80%	2.58%	-7.01%	-16.78%	-9.13%	3.03%	-7.94%	-1.36%	21.20%	-22.20%

Source: author's calculation, based on NIS data [8].

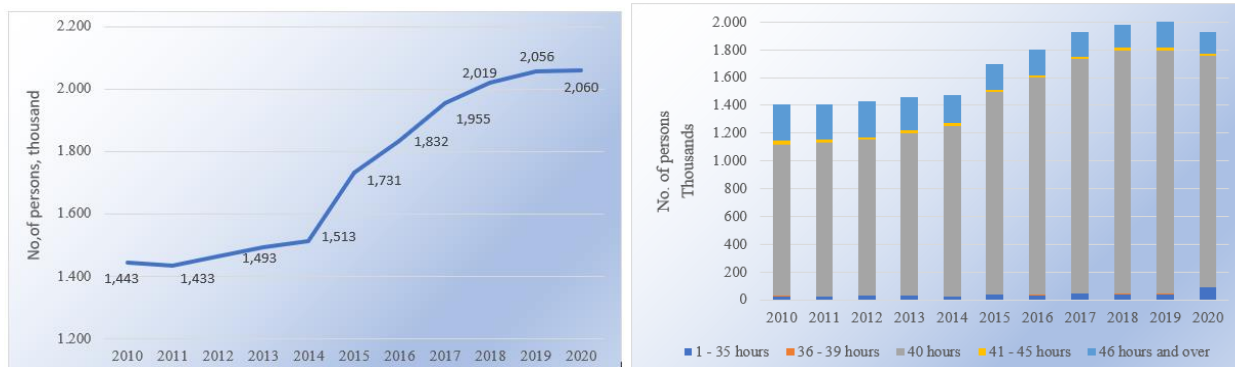


Fig. 1. Dynamics (a) and comparison in total indicator value (b) of employees with a permanent work schedule, according to the usual weekly working hours

Source: author's calculation, based on NIS data [8].

GIG forms of work – employees with temporary work regime

Regardless of the complete or partial form of work, temporary contracts are part of the GIG work category, along with the project-type contracting forms, for example. Their evolution and characteristics over time describe and define the GIG economy, a phenomenon triggered in the last years and which has an evolution worth following and analyzing. Temporary contracts or project-type forms of work are beginning to increase in volume, both globally and nationally. The reasons why the dynamics of this phenomenon are changing are first related to technological and communication changes in recent years, by facilitating access to the global job offer or individual reasons leading to a decision in this regard.

The general characteristics of the temporary work model are primarily related to the precariousness status and the level of remuneration lower than the permanent type of work. At the same time, it can be attributed flexibility traits or it can be considered a first starting point in the career, in finding a permanent job for example, much more satisfying for other reasons.

Statistical data regarding the number of contingent labour contacts in the Romanian rural area, by gender categories and working hours worked weekly are included in Table 3 and the share of each category in the total GIG forms of work commitments in rural areas is represented graphically in Figure 2.

Therefore, there is a significant share of temporary employment contracts full time,

with values between 58.51% in 2010, 54.87% in 2020, followed by temporary forms of contract with a number of hours over 40, with values between 26.94% for 2010 and 33.00% for 2020. The lowest share in the total number of contingent forms of work is represented by those with a number of hours worked per week less than 40 for hours, meaning the part-time contracts, on a temporary basis. The fact that they have a low share in the total parameter can be considered a positive thing, meaning that there is a significant stability of the balance between supply and demand on the labour market.

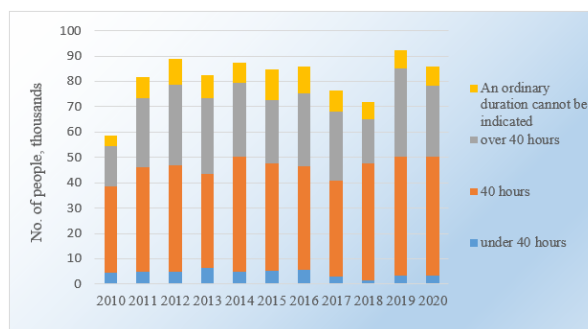


Fig. 2. Comparison of permanent forms of work, weekly worked hours, from total indicator value

Source: author's calculation, based on NIS data [8].

By categories like the number of hours weekly worked or gender, in Table 4 the component values are presented in the total number of contingent contracts. It can be observed a higher share of men in employment type with 40 hours weekly duration (between 62.51% in 2010 and 72.38% in 2020) and over 40 hours (64.18% registered in 2010 and 80.66% in 2020) and a higher share of women in the category of

temporary jobs with less than 40 hours for 2020), meaning, the part time contracts. worked weekly (63.05% in 2010 and 82.47%

Table 3. Temporary employees in rural areas by weekly working hours and by gender

Temporary employees by usual duration of the working week (unit: no. of people)	Gender	Period										
		2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Total	Total	58,625	81,876	88,790	82,419	87,440	84,885	85,971	76,516	71,859	92,380	85,669
	male	36,065	51,733	60,348	53,789	57,314	55,442	59,697	50,848	45,546	63,417	63,120
	female	22,560	30,143	28,442	28,630	30,126	29,443	26,274	25,668	26,312	28,963	22,549
under 40 hours	Total	4,401	4,804	4,693	6,330	5,067	5,187	5,815	2,936	1,432	3,328	3,188
	% from total	7.51%	5.87%	5.29%	7.68%	5.79%	6.11%	6.76%	3.84%	1.99%	3.60%	3.72%
	dynamics		9.16%	-2.31%	34.88%	-	2.37%	12.11%	-	-	132.40%	-4.21%
-	male	1,627	1,455	3,039	3,038	1,995	1,857	1,966	2,003	1,077	1,663	559
-	female	2,775	3,349	1,655	3,292	3,072	3,330	3,849	932	356	1,666	2,629
40 hours	Total	34,300	41,483	42,354	37,145	45,114	42,617	40,597	37,927	46,120	46,814	47,010
	% from total	58.51%	50.67%	47.70%	45.07%	51.59%	50.21%	47.22%	49.57%	64.18%	50.68%	54.87%
	dynamics		20.94%	2.10%	12.30%	21.45%	-5.53%	-4.74%	-6.58%	21.60%	1.50%	0.42%
-	male	21,442	24,130	25,473	22,763	28,205	27,123	27,985	22,917	28,225	29,947	34,027
-	female	12,858	17,353	16,881	14,383	16,909	15,494	12,612	15,010	17,895	16,867	12,983
over 40 hours	Total	15,792	27,035	31,456	29,969	29,060	24,795	28,960	27,207	17,603	34,843	28,275
	% from total	26.94%	33.02%	35.43%	36.36%	33.23%	29.21%	33.69%	35.56%	24.50%	37.72%	33.00%
	dynamics		71.19%	16.35%	-4.73%	-3.03%	-14.68%	16.80%	-6.05%	-35.30%	97.94%	-18.85%
-	male	10,136	19,562	22,598	21,446	20,842	17,525	21,549	19,974	10,877	26,663	22,806
-	female	5,656	7,473	8,858	8,523	8,218	7,270	7,411	7,232	6,725	8,180	5,469
An ordinary duration cannot be indicated	Total	4,131	8,553	10,286	8,975	8,200	12,285	10,600	8,447	6,703	7,396	7,197
	male	2,860	6,586	9,238	6,543	6,272	8,937	8,198	5,953	5,367	5,144	5,729
	female	1,271	1,968	1,048	2,432	1,927	3,349	2,402	2,494	1,336	2,251	1,468

Source: author`s calculation, based on NIS data [8].

Table 4. Share of permanent forms of work by gender

Share of permanent forms of work, by gender		2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
male	% under 40 hours	36.97%	30.29%	64.76%	47.99%	39.37%	35.80%	33.81%	68.22%	75.21%	49.97%	17.52%
	% 40 hours	62.51%	58.17%	60.14%	61.28%	62.52%	63.64%	68.93%	60.42%	61.20%	63.97%	72.38%
	% over 40 hours	64.18%	72.36%	71.84%	71.56%	71.72%	70.68%	74.41%	73.41%	61.79%	76.52%	80.66%
female	% under 40 hours	63.05%	69.71%	35.27%	52.01%	60.63%	64.20%	66.19%	31.74%	24.86%	50.06%	82.47%
	% 40 hours	37.49%	41.83%	39.86%	38.72%	37.48%	36.36%	31.07%	39.58%	38.80%	36.03%	27.62%
	% over 40 hours	35.82%	27.64%	28.16%	28.44%	28.28%	29.32%	25.59%	26.58%	38.20%	23.48%	19.34%

Source: author`s calculation, based on NIS data [8].

People with a second job in rural areas

The increasing dynamics of temporary jobs (2020 compared to 2010, in Figure 4) derives generally from the volatility of jobs, the insecurity of the existing and forecast supply volume in the labour market. For the same reason, the need for a second job is created, precisely to alleviate the financial pressure on the individual or the household [10]. Regarding the number of people who have a second job, we considered it necessary to emphasize their classification according to the

level of education, in order to better understand their share in the total number analyzed and to draw conclusions in this regard. As can be seen, according to the statistical data in Table 5, the highest share of the total indicates the category of qualified persons in vocational or apprenticeship schools (with values between 42% in 2010 and 32.36% registered in 2020, with a slightly decreasing trend throughout the period of reference).

Table 5. People who have a secondary activity, by level of education, in rural areas

People with a second job, in rural areas, by level of education	Period										
	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
	212,023	187,473	180,534	155,674	146,561	112,951	105,371	111,786	114,463	121,725	104,826
University	:	14,954	14,436	13,695	13,436	10,928	9,968	9,991	9,031	8,243	8,436
% from total	:	7.98%	8.00%	8.80%	9.17%	9.67%	9.46%	8.94%	7.89%	6.77%	8.05%
dynamics	:	:	-3.46%	-5.13%	-1.89%	-18.67%	-8.78%	0.23%	-9.61%	-8.73%	2.34%
Postgraduate specialized or technical foreman	5,546	7,550	7,416	5,562	3,265	3,249	3,239	3,046	2,938	2,285	880
% from total	2.62%	4.03%	4.11%	3.57%	2.23%	2.88%	3.07%	2.72%	2.57%	1.88%	0.84%
dynamics		36.13%	-1.77%	-25.00%	-41.30%	-0.49%	-0.31%	-5.96%	-3.55%	-22.23%	-61.49%
High school	58,990	47,482	55,047	55,391	55,550	43,816	42,831	48,014	50,179	54,174	47,601
% from total	27.82%	25.33%	30.49%	35.58%	37.90%	38.79%	40.65%	42.95%	43.84%	44.51%	45.41%
dynamics	:	19.51%	-15.93%	-0.62%	-0.29%	21.12%	2.25%	-12.10%	-4.51%	-7.96%	12.13%
Professional, complementary or apprentice	89,624	75,535	68,125	55,204	47,152	34,446	32,332	31,950	33,567	40,305	33,922
% from total	42.27%	40.29%	37.74%	35.46%	32.17%	30.50%	30.68%	28.58%	29.33%	33.11%	32.36%
dynamics		-15.72%	-9.81%	-18.97%	-14.59%	-26.95%	-6.14%	-1.18%	5.06%	20.07%	-15.84%
Gymnasium	30,727	27,452	25,128	19,198	26,601	19,086	16,219	16,964	17,232	15,453	12,588
% from total	14.49%	14.64%	13.92%	12.33%	18.15%	16.90%	15.39%	15.18%	15.05%	12.70%	12.01%
dynamics		-10.66%	-8.47%	-23.60%	38.56%	-28.25%	-15.02%	4.59%	1.58%	-10.32%	-18.54%
Primary (grades 1 - 4)	3,748	1,403	2,433	1,856	557	1,262	558	1,600	1,516	1,264	1,400
% from total	1.77%	0.75%	1.35%	1.19%	0.38%	1.12%	0.53%	1.43%	1.32%	1.04%	1.34%
dynamics	:	-62.57%	73.41%	-23.72%	-69.99%	126.57%	-55.78%	186.74%	-5.25%	-16.62%	10.76%

Source: author`s calculation, based on NIS data [8].

Table 6. People who have a second job in rural areas

People who have a second job	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
total	1,501,838	1,514,804	1,552,439	1,575,579	1,599,974	1,815,992	1,917,745	2,031,632	2,091,181	2,148,658	2,145,385
people who have a second job	212,023	187,473	180,534	155,674	146,561	112,951	105,371	111,786	114,463	121,725	104,826
the share of people who have a second job	14.12%	12.38%	11.63%	9.88%	9.16%	6.22%	5.49%	5.50%	5.47%	5.67%	4.89%

Source: author`s calculation, based on NIS data [8].



Fig. 3. Evolution of people who have a second job in rural areas (a), and by education level (b): with high school and professional, complementary or apprentice graduated
 Source: author`s calculation, based on NIS data [8].

Evolution of permanent, temporary, full time, part time forms of work

Some of the influence's factors on the balance of the labour market in rural areas is given by the way that jobs demand and supply meet, by the demographics of enterprises operating in rural areas, the evolution of the number of available jobs, the degree of employment, the income level etc. [9]. The level of national economic stability that results in job stability or the way in which the forms of work commitment change their volume or

characteristics also influence the evolution of the balance in the labour market. Whether we refer to permanent or temporary forms of work, or to a partial or complete mode of activity, it is certain that all forms of work are in a continuous dynamic of form and volume. A parallel between the evolution of permanent and temporary forms of work, classified also in terms of worked hours, full time or part time, can be observed in Figure 4, the statistical data referred to them being included in Table 7.

Table 7. Evolution and dynamics of different forms of work in rural areas

rural forms of work (unit: no. of people)	Period										
	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
total	1,443,213	1,432,928	1,463,649	1,493,160	1,512,534	1,731,107	1,831,774	1,955,116	2,019,322	2,056,278	2,059,716
permanent work	1,384,588	1,351,052	1,374,859	1,410,741	1,425,094	1,646,222	1,745,803	1,878,600	1,947,463	1,963,898	1,974,047
temporary work	58,625	81,876	88,790	82,419	87,440	84,885	85,971	76,516	71,859	92,380	85,669
full time	1,126,645	1,145,912	1,163,355	1,202,553	1,270,225	1,503,649	1,603,649	1,729,105	1,796,409	1,794,125	1,706,642
% from total	78.07%	79.97%	79.48%	80.54%	83.98%	86.86%	87.55%	88.44%	88.96%	87.25%	82.86%
permanent work	1,092,345	1,104,429	1,121,001	1,165,408	1,225,111	1,461,032	1,563,052	1,691,178	1,750,289	1,747,311	1,659,633
% from full time	96.96%	96.38%	96.36%	96.91%	96.45%	97.17%	97.47%	97.81%	97.43%	97.39%	97.25%
temporary work	34,300	41,483	42,354	37,145	45,114	42,617	40,597	37,927	46,120	46,814	47,010
% from full time	3.04%	3.62%	3.64%	3.09%	3.55%	2.83%	2.53%	2.19%	2.57%	2.61%	2.75%
part time	32,735	30,545	37,762	36,391	31,668	42,968	42,052	47,844	44,573	47,518	51,941
% from part total	2.27%	2.13%	2.58%	2.44%	2.09%	2.48%	2.30%	2.45%	2.21%	2.31%	2.52%
permanent work	28,334	25,741	33,069	30,061	26,601	37,781	36,237	44,908	43,141	44,190	48,753
% from part time	86.56%	84.27%	87.57%	82.61%	84.00%	87.93%	86.17%	93.86%	96.79%	93.00%	93.86%
temporary work	4,401	4,804	4,693	6,330	5,067	5,187	5,815	2,936	1,432	3,328	3,188
% from part time	13.44%	15.73%	12.43%	17.39%	16.00%	12.07%	13.83%	6.14%	3.21%	7.00%	6.14%

Source: author`s calculation, based on NIS data [8].

A significant share of full-time contracts can be observed, for an indefinite contractual period, from 96.96% in 2010 to 97.25% in 2020. Another important proportion resulting from the statistical data is represented by the part time contracts for a permanent period of time, the values approaching 87% for 2010 and 94% for 2020. In addition, it can be observed the upward trend of the permanent part-time work model that should be highlighted, with 28,334 contracts registered in 2010 and 48,753 in 2020. In the other sense, the quotas referring to the forms of full time or part time work, in temporary regime, have much lower values than those in permanent work regime. Thus, the full-time model on a temporary basis has values starting from 3.04% in 2010 to 2.75% in 2020 of the total value, and the part-time form of temporary work registers values from 13.44% in 2010 to 6.14% in 2020.

It is also important to observe how and in what way the dynamics of the forms of work in the rural environment change during the analysis period, as well as differences in values at its lower and upper ends. Comparing the values registered in 2020 for all categories

of forms of work with those registered in 2010, as shown in Table 8, we can see increases for both permanent and temporary forms of work, with 42.5% and 46.13%, respectively, also for the full time or part time forms of activity, with 51.43% respectively 58.67% compared to 2010.

The only decrease registered value refers to the temporary work form in part time regime, which registers -27.56% compared to 2010.

Table 8. Dynamics of the rural forms of work

Dynamics of different forms of work, in rural areas	
forms of work	2020 to 2010
total	42.72%
permanent contracts	42.57%
temporary contracts	46.13%
full time	51.48%
permanent work	51.93%
temporary work	37.05%
part time	58.67%
permanent work	72.06%
temporary work	-27.56%

Source: author's calculation, based on NIS data [8].



Fig. 4. Evolution of temporary (a), permanent (b), part time (c) and full time (d) forms of work, in rural areas
 Source: author's calculation, based on NIS data [8].

The described forms of work, permanent, temporary, in complete or partial activity regime, in the rural environment and their evolution are represented graphically in the Figure 4.

It can be observed that the temporary work model (GIG) and the partial form of activity (part time) have a similar trend of dynamics, permanent forms of work and those in full activity (full time) describing a similar trend. The dynamics of the number of temporary employment contracts show a significant increase in the period 2010 - 2012, with a relatively constant trend for the period 2012 - 2016, downwards between 2016 and 2019, and then their number to increase significantly in 2019. Compared to 2010, the number of temporary employment contracts increased by 46.13% (85,669 contracts in 2020, compared to 58,625 contracts in 2010). The fluctuations of the dynamics of the temporary forms of work are also defined by the moments of economic crisis, meaning a decrease of them in the period of onset and increase towards the end of the crisis [6].

The partial form of work as well as the temporary forms of work have an unpredictable evolution, with sudden increases and decreases during the reference period. There are a number of factors that would influence this trend, starting from seasonality (in which case the number of part time contracts increase or decrease, depending on the economic field analyzed). The works in agriculture or constructions, for example, make necessary a labour force surplus from spring to autumn, in winter period no labour force addition being necessary. Another determining factor of the dynamics of partial and temporary forms of work is the population migration phenomenon effect, from rural to urban or outside of the country. Another example is tourism field that also records different and fluctuating periods of staffing [2]. The phenomenon leads to the decrease of the able-bodied population, respectively to the closing of the existing labour contracts and obviously to the increase of the labour demand on the market.

CONCLUSIONS

From the analysis performed, it can be deduced observations and results that define the general framework of all forms of work in Romanian rural environment and the dynamic tendencies of the different forms of work commitment during the analyzed period.

Both dynamics of permanent contracts number and that of the contingent ones, register an ascending trend for the 2010 - 2020 reference period. Between 2015 and 2020 there is a significant increase in the total number of permanent full-time contracts, 2015 registering the highest value of dynamics, of approximately 40%.

Between 2011 and 2016, the volume of the contingent form of work increases, so that in 2019, its value reaches the maximum registration level.

Full time contracts, regardless of how they are registered, as a determined or indefinite period, have the largest share of the total number registered at national level in rural areas.

Part-time contracts register different dynamic trends, in the sense that the permanent ones have an ascending trend, and the contingent forms register a sudden collapse in the period 2017-2018, by approximately 400% compared to previous years. Part time permanent jobs increase with 67.43% in 2020 compared to 2010.

The number of people who have a second job has decreased by about 50% in the analyzed decade.

The highest share in the total number of people with secondary activity, depending on the level of education, has those who have finished or have a high school diploma, followed by professional and apprentice people.

Women and men participate in constant weights in the total number of contingent employment contracts and in terms of differentiation by categories of number of hours worked weekly it can be seen that men have mostly full-time contracts and women mostly occupy temporary jobs with a number weekly hour less than 40.