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SOCIO-CULTURAL DETERMINANTS OF ENTREPRENEURIAL BEHAVIOR IN KANO, NIGERIA

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Abstract: *This study examines socio-cultural determinants of entrepreneurial behavior in Kano, Nigeria. The population of study consists of entrepreneurs in Kano, Nigeria. The city of Kano was divided into different strata which consists of Local Government Areas, Wards and Streets. Stratified random sampling technique was used to select sample elements across different strata. Copies of questionnaire were administered to elicit information from respondents. The data collected were analyzed using frequency distribution, percentage and Pearson product moment correlation (PPMC). The result of the study established a strong positive correlation between family background and business ownership (r = 0.993054), and between religion and business innovation (r = 0.992256). F*amily background, religion, age, sex, education among others were confirmed as determinants of entrepreneurial behavior in Kano, Nigeria. *The study therefore recommends the need for proper orientation among different families on the importance of entrepreneurship. Religious organizations are also advised to put more efforts in giving hard work a pride of place in their sermons.*

Keywords: Socio-cultural determinants; Entrepreneurial behavior; Business ownership; Business innovation.

1. Introduction

Entrepreneurship entails making practical and effective use of resources (Thijssen and Vernooij, 2007). According to Ogundele, Sofoluwe and Kayode (2012) entrepreneurship involve services provided by individuals that establish new business. A person who establishes a business and nurtures the business to growth or takes charge of an already existing business either because it was sold or acquired as inheritance after the death of the original owner with the aim of building the business innovatively is an entrepreneur (Akanwa and Agu, 2005). One can easily conclude therefore that an entrepreneur harness resources to produce and sell products or services that meets specific needs. The economic importance of the entrepreneur has been recognized for several decades. Schumpeter (1934) attributed innovation to the entrepreneur. He described entrepreneurship as the engine of economic development. He argued that "to study entrepreneur is to study the central figure in modern history". Unlike the capitalist, the entrepreneur directs the application of acquired knowledge to the production of goods for human consumption.

The resultant financial gains from entrepreneurial ventures are always of benefit to a country. The propensity to behave entrepreneurially is not exclusive to certain individuals; different individuals have diverse mix of capabilities for demonstrating and acquiring entrepreneurial behavior, skill and attributes. These behaviors can be practiced developed and learned. Drucker (1985) observed that entrepreneurship is an innovative behavior that marries existing resources with new wealth producing capacity. Innovative behavior is tantamount to entrepreneurial behavior. Entrepreneurial behavior refers to predilection for innovation and a change in the status quo with the aim of creating value and making profit.

The influence of socio- cultural factors on human behavior across societies cannot be over emphasized. Socio-cultural factors refer to phenomena which determines behavior. These factors shape the personality of people and influence behavior and decisions of people (Adeleke, Oyenuga and Ogundele, 2003). Socio-cultural characteristics such as family background, ethnic affiliation, religion, birth order, and age, educational level of parents, gender, and marital status have a lot of influence on the decision of individual to act in a given way. On this note, Turker and Selcuk (2009) asserted that entrepreneurial intention and by extension entrepreneurial behavior is driven by socialization, relationship, environment, and business background of family. This position was given credence by Linan, Moriano, Romero, Rueda, Tejada, and Fernandez (2009) which maintained that socialization process among others and support from parents as well as modeling have significant value on entrepreneurial behavior.

Over time, the important role of culture, traditions and norms have been demonstrated from sociological and anthropological perspective. For instance, Greenfield and Strickon (1986) sees entrepreneurship as cultural process, Morris (2005) on his part observed differences in cultural norms and values which influence entrepreneurial behavior. Mueller (2000) noted that culture entails symbolic features, ideas and values that shapes the behavior of people. Cultural values according to Turker and Selcuk (2009) influences entrepreneurship behaviors of people.

Nandamuri and Gowthami (2014) established a correlation between entrepreneurial orientation and family background. Equally, Ranwala (2016) observed the significance of family background in setting business up. He found a nexus between family background and entrepreneurial behavior. Ijaz, Yasin & Zafar (2012) noted that family is indispensable in establishment of firms as well as their development. They also posited that peer group influence entrepreneurial intention. According to Ijaz et al. (2012) entrepreneurship ideas which shapes entrepreneurial behavior are developed during interaction with peers. Furthermore, Audretsch, Bonte & Tamvada (2007) noted that religion shapes entrepreneurial decision which in turn shapes entrepreneurial behavior. Tracey (2012) and Henley (2017) submitted that levels of entrepreneurship activities vary among adherents of different religions. Entrepreneurial behavior engenders new ideas and profit maximization which leads to growth and development of the economy.

From the foregoing, this research seeks to examine socio-cultural determinants of entrepreneurial behavior in Kano, Nigeria. The research was conceived to identify specific socio-cultural determinants that enhance entrepreneurial behavior in Kano. The city of Kano is popularly known as the center of commerce in Northern Nigeria and for neighboring Chad and Niger Republic. Entrepreneurship activities took a pride of

place in Kano during the pre-colonial era and it continues during the colonial era up till the present time. Kano is well known for trade in Textile materials, Hide and Skin, Cattle, Horses and Carmel among others. The city is the hometown of Aliko Dangote (a great entrepreneur) the wealthiest person in Africa. Kano is in the North-west geo-political zone in Nigeria. Kano state has the highest population in Nigeria (2006 census). Hence, a study of the socio-cultural determinants of entrepreneurial behavior in Kano is appropriate.

2. Statement of the Problem

Economic realities in Nigeria in recent years has made the role of entrepreneurs to be greatly emphasized as well as the need for entrepreneurship development across the length and breadth of Nigeria. It has been observed over time that there is a great difference in entrepreneurial behavior among people from various cities and ethnic group in Nigeria. The recent economic meltdown in Nigeria and the resultant social problems epitomize by hunger, kidnapping people for ransom; necessitate the renewed call for people most especially the youths to imbibe the culture of entrepreneurial behavior across the length and breadth of the country. Entrepreneurial skills and attributes provide benefits to society, even beyond their application to business activities. Obviously, personal qualities that are relevant to entrepreneurship such as creativity and a spirit of initiative can be useful to everyone in their day to day existence.

Therefore, there is a need to understand the socio-cultural determinants of entrepreneurial behavior in Kano the commercial hub of northern Nigeria with a view to make the country the hub of economic activities and to boost the Gross Domestic Product (GDP) of Nigeria.

3. Research Question
What are the socio-cultural factors that determines entrepreneurial behavior in Kano?
4. Research Hypothesis
1. There is a significant relationship between family background and business ownership in Kano.
2. There is a significant relationship between religion and business innovation in Kano.

Research Model
Figure 1: Socio-cultural Entrepreneurial Model

Socio-cultural	Entrepreneurial Behavior
Family Background Religion Peer group Ethnic affiliation Age Sex Educational qualification	Business ownership Business Innovation Marketing Investment
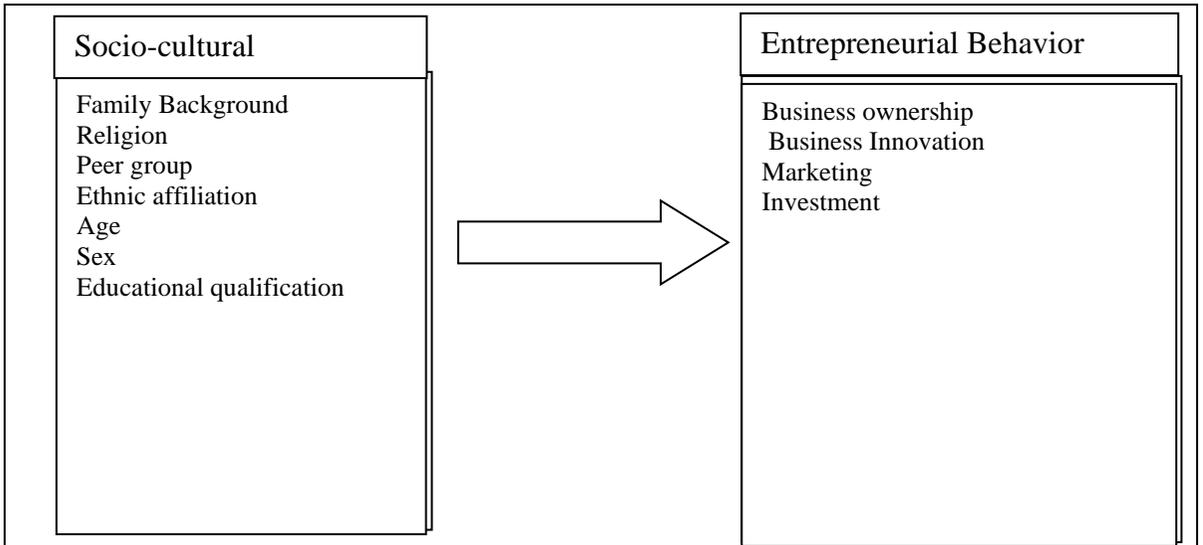
Source: Researcher's illustration, 2021

The figure tagged Socio-cultural Entrepreneurial model depicts the hypothetical relationship between the variables of study. Socio-cultural factors such as family background, religion, ethnic affiliation, education, age, sex are assumed to influence entrepreneurial behavior exemplified by business ownership, business innovation, marketing and investment. This study is an attempt to establish the authenticity of the model.

5. Theoretical Framework

Over the years, scholars and researchers have been able to propound so many theories related to entrepreneurship and entrepreneurial behavior. For instance, sociological theories focuses on social context of entrepreneurship behavior within the society. Reynolds (1991) observed four social contexts that are related to entrepreneurial activities. He noted that social network is one of such social contexts. To him, the focus is on building social relationships and bonds that engenders trust and not the taking of opportunities as and when they arise, regardless of planning or principle. This means that the entrepreneur should not take undue advantage of people to be successful. Furthermore, he noted that the second context is the life course stage that involves an assessment of the life situations and characteristic of individuals who made decisions to become entrepreneurs. For these people, experience could influence their actions and thought in order to do something tangible with their lives. The third Social context is linked to ethnic identification. The social milieu of an individual is the major factor in this sense as it constitute the driving force or the "push" factors which makes a person become an entrepreneur. This is applicable to a large extent in Nigeria considering the fact that the Igbo ethnic group is well known for entrepreneurial activities in Nigeria more than any other social or ethnic group. Moreover, the fourth social context known as population ecology is hinged on the idea that environmental factors play a leading and critical role in the survival of businesses as well as

entrepreneurship activities. Nkansah (2011) noted that the political system, government legislation, customers, employees and competition are some of the environmental factors that may have an impact on survival of new venture or the success of the entrepreneur.

Max Weber, in his book "The Spirit of Capitalism and Protestant Ethics" opined those religious characteristics such as hard work and thrift influence entrepreneurial activities. On his part, Le Vine (1966) as against other motivation theorist argued that the influence of family on the need for achievement is intrinsic and capable of propelling entrepreneurial behavior. He further posited that status mobility influence values of parents and in turn influence entrepreneurship orientation given to children within family settings. This theory emphasized the role of the family in developing the entrepreneurial character as family background and family orientation influence the emergence of entrepreneurs. It is believed that the home atmosphere and values of an entrepreneurial family can provide a great deal of nurturing and support for development of entrepreneurial personality or character (. This is so because the family background of an individual has a strong influence on his values and character and therefore serves as a strong source of influence whether he would be an entrepreneur or not. In view of this, Kuratko and Hodgetts, (1998) reasoned that certain traits established and supported early in life will lead eventually to entrepreneurial emergence and success. Kuratko and Hodgetts, (1998) further pointed out that entrepreneurial traits established within the family early in life determines entrepreneurial behavior. The applicability of these is hinged on the fact that a lot of business owners in Kano hails from families of entrepreneurs. Family members seems to be mentored and established to stand on their own by their parents or close relatives. This is the true considering the story of Aliko Dangote and other notable business owners in the city. This study examined the extent to which this claim is applicable.

6. Research Methodology

This research is descriptive in nature and therefore adopts a survey method. Quantitative data were collected from respondents in Kano, Nigeria. The population consists of entrepreneurs selected from different locations in Kano. Stratified random sampling was used to divide Kano city along different strata which include local governments, wards and streets from which sample elements were selected randomly. A total of 200 respondents were selected. Copies of questionnaire were administered in order to elicit information from respondents. Trained research assistants served as interpreters and guide for respondents who could not read or write. The questionnaire consists of open and closed ended questions. A total of 184 questionnaire were retrieved out of 200 questionnaires administered. Data collected from respondents were analyzed using simple statistical methods of frequency distribution and percentage. Furthermore, Pearson product moment correlation was employed to test variables in the hypothesis. The result of data analysis serves as a basis upon which conclusion was drawn.

7. Data Analysis
Table 1: Characteristics of Respondents

	Frequency (f)	Percentage (%)
Age (years)		
18 – 28	32	17.4
29 – 39	50	27.2
40 – 50	65	35.3
51 & above	37	20.1
Total	184	100
Sex		
Male	125	67.9
Female	59	32.1
Total	184	100
Religion		
Christianity	68	36.9
Islam	110	59.8
Others	6	3.3
Total	184	100
Ethnic Affiliation		
Hausa/ Fulani	98	53.3
Igbo	30	16.3
Yoruba	38	20.6
Others	18	9.8
Total	184	100
Educational Level		
Primary School	95	51.6
Secondary School	41	22.3
Tertiary Education	30	16.3
No Education	18	9.8
Total	184	100

Source: Researcher's fieldwork, 2021

Table 1 shows respondents' characteristics. Majority of respondents' selected falls between the ages of 29 to 50 years. This is reasonable and good for the economy because individuals in this age group constitute the most vibrant and active workforce of the population. The distribution of respondents according to sex shows clearly that male entrepreneurs are more than entrepreneurs who are females in Kano. This no doubt has cultural connotation as the culture of the city exemplified by the religion of the people allows women to stay at home as full-time housewives. The distribution of respondents in line with their religion indicates that there are lots of Islamic religion adherents in Kano as majority of the respondents are Muslims while about 37% of the respondents are Christians. A few percentages of respondents were neither Christians nor Muslims.

Majority of the respondents are Hausas/ Fulani as Kano is a commercial nerve centre for northern Nigeria dominated by the Hausa/Fulani ethnic group. However, there are considerable populations of people from other ethnic groups living peacefully and doing business in Kano. The educational level of respondents indicates that a large

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number of entrepreneurs have just primary and secondary school certificate. Some entrepreneurs are not educated while a few of them have tertiary education certificate. This further attest to the low level of school enrollment in the past. It is worthy to note that school enrolment for western education has improved in recent years most especially in Kano and other cities in northern Nigeria.

Table 2: Opinion of Respondents

1. Which of the following determines your entrepreneurial behavior?			2. Which of the following entrepreneurial behavior is applicable to you?		
	F	**%**			
Family Background	121	65.7		**F**	**%**
Religion	94	51.1	Business ownership	174	94.6
Peer group	26	14.1	Business Innovation	121	65.8
Ethnic affiliation	31	16.8	Marketing	112	60.9
Age	18	9.8	Investment	184	100
Sex	98	53.3			
Education	32	17.4			
3. Family Background Influence Entrepreneurial Behavior			**4. Religion Influence Entrepreneurial Behavior**		
	F	**%**		**F**	**%**
Yes	136	74	Yes	98	53.3
No	8	4.3	No	56	30.4
Not sure	40	21.7	Not sure	30	16.3
Total	**184**	**100**	**Total**	**184**	**100**
5. I hailed from a family of Entrepreneurs			**6. I own a Business**		
	F	**%**		**F**	**%**
Yes	156	84.8	Yes	174	94.6
No	28	15.2	No	10	5.4
Not sure	-	-	Not sure	-	-
Total	**184**	**100**	**Total**	**184**	**100**
7. I am religious			**8. I am good at Business innovation**		
	F	**%**		**F**	**%**
Yes	162	88.0	Yes	121	65.8
No	16	8.7	No	41	22.3
Not sure	6	3.3	Not sure	22	11.9
Total	**184**	**100**	**Total**	**184**	**100**

Source: Researcher's fieldwork, 2021

Table 2.1 shows that family background, religion, peer group, age, sex and educational qualification all influence entrepreneurial behavior. However, majority of the respondents observed that family background, religion and sex of individuals influence entrepreneurial behavior more than other socio-cultural factors. Table 2.2 shows that business ownership, business innovation, marketing and investment are part of the entrepreneurial behavior applicable to the respondents in this study. 74% of the respondents in table 2.3 opined that family background influence entrepreneurial behavior while 53.3% of respondents in table 2.4 indicated that religion influence entrepreneurial behavior. Table 2.5 shows that 84.8% of the respondents hailed from family of Entrepreneurs while 94.6% of the respondents

owns a business as shown in table 2.6. Furthermore, 88% of the respondents claimed that they are religious in table 2.7 while 65.8% of the respondents in table 2.8 noted that they are good at business innovation.

8. Test of Hypothesis

The test of Hypothesis 1 exemplified by the variable in table 2.5 and table 2.6 using Pearson correlation coefficient shows a strong positive correlation between family background and business ownership with a correlation coefficient value of r = 0.993054. The result supported Ijaz et al. (2012); Nandamuri & Gowthami (2014); Ranwala (2016) on leading influence of family on entrepreneurial behavior. The result also validates the theoretical framework with respect to the position of Kuratko and Hodgetts (1998) on family background and entrepreneurship.

$$\frac{3026}{\sqrt{9\,285\,223}} \approx 0.993054$$

Similarly, test of Hypothesis 2 exemplified by the variable in table 2.7 and table 2.8 using Pearson correlation coefficient indicated a strong positive correlation between religion and business innovation with a correlation coefficient value of r = 0.992256. The result of the correlation coefficient test corroborated Audretsch et al. (2007); Tracey (2012); and Henley (2017) which submitted that religion shapes entrepreneurial activities.

$$\frac{1951}{26\,\sqrt{5719}} \approx 0.992256$$

9. Conclusion and Recommendations

The focus of this study is on socio-cultural determinants of entrepreneurial behavior in Kano, Nigeria. The result of the study clearly shows that family background, religion, peer group, age, sex and education all influence entrepreneurial behavior. Above all other factors, family background and religion was found to influence entrepreneurial behavior in Kano, Nigeria in line with the position of Ijaz et al. (2012); Nandamuri & Gowthami (2014); Ranwala (2016); Tracey (2012); and Henley (2017).

The study therefore recommends the need for proper orientation among different families on the importance of entrepreneurship. In addition, religious organizations should put more efforts in giving hard work and the zeal for entrepreneurial activities a pride of place in their sermons.

Suggestion for further study

Efforts should be made to study socio-cultural determinants of entrepreneurial behavior in other major cities in Nigeria most especially Lagos, Ibadan, Aba and Onitsha which are commercial nerve centers.

Ethical Considerations

The importance of ethical issues in research cannot be overemphasized. Ethical issues revolve around such matters as authorship, plagiarism and acknowledgements of contribution of others. These issues were taken into cognizance in this study. The

researchers got informed consent from respondents. Moreover, the researchers ensured that information elicited from respondents was given absolute confidentiality. Also, the researchers ensured honesty and vigor in analysis, interpretation and report of the results of the research.

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AGRICULTURE BETWEEN DECONSTRUCTION AND RECONSTRUCTION OF THE RURAL WORLD IN CENTRAL CAMEROON: CASE OF THE LEKIE POSTCOLONIAL DEPARTMENT

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Abstract: *The setting up of the fourth programmed five-year plan of 1981 to 1986 stumbled on several obstacles (economic crisis, stake in place of the second Republic) that didn't facilitate his/her/its progress in Cameroon. In spite of it, the farming world in general and the farming landscape of the populations of the Lékié in particular, at undergone of the deconstructions thanks to the preponderance of the agricultural activities that there is practiced to the daily. Contrary to some parts of the country (the extreme-north in this case) where climatic disasters unequalled, notably the aridity of the arable soils and the regular floodings, dictate their law, the farming landscape constitutes, in the Lékié, the fertile compost, the favorable pedestal for his/her/its development on an economic and social level. These established agricultural potentialities constitute some assets ineluctably certainly remarkable, real factors of destruction and reconstruction of the landscape of the farming zones, but nutrient reservoirs of most urban centers. This survey consists in showing the double role played by the agriculturists in the destruction of the farming ecosystem the profit of the plantations that drove to the reshaping or the redevelopment of a landscape that have the tendency to develop itself/themselves and to urbanize itself/themselves. In other words, what are the mechanisms, the factors and the actors of the double metamorphosis of the landscape rural? How did one pass of the deconstruction to the reconstruction of the landscape of the populations of the defer-pays? For his/her/its realization, we made recourse as well to the historic methods (oral and written sources) that to the observation, method very expensive to the sociologists. Two main orientations structure this survey, to know the factors of deconstruction of the farming landscape and the mechanisms of restructuring of the farming world from the department of the Lékié to the Centre-Cameroun toward the urbanization.*

Keywords: Agricultural Activities; Deconstruction; Reconstruction; Habitat; Farming Landscape*.*

Agricultural activities reflect all the tasks, occupations and trades that derive from agricultural practices, in this case production, transport, processing, marketing and consumption. These are all activities corresponding to the control and exploitation of a biological cycle of a plant nature. These different activities result from the agricultural sector which influences the rural world. They are a set of progressive socio-economic transformations carried out in the rural world and which directly affect human life, their habitats, their environment, their behavior and their habits. These activities and changes have taken place in a geographical space that is the postcolonial Center-Cameroon, which is also the political capital and seat of institutions. The geographical framework to which this study refers is the cultural area occupied by the so-called "pahouines" populations (Binet, 1958: 1), therefore Bantu. Within this general frame of reference, the research focused exclusively on Central Cameroon. First of all, it is a geographical area located in the heart of Cameroon, limited by five regions; to the north by Adamawa, to the east by that of the east, to the south by

that of the south and to the west by that of the west and the coast (Oyono, 2015: 273). In addition, this Region is also a chronologically named administrative unit: first the Center-Sud Province following the constitutional revision of June 2, 1972, then the Center Province on August 22, 1983 and finally the Center Region in 2008. It covers an area of 6,892,600 hectares, or 68,926 m2 (Onana, 2019: 284), with an average altitude of 200 m to 600 m. The climate is that of savannah with dry winter (Aw) according to the classification of Köppen Geiger (2006). Over the year, the average temperature is 23.5 ° C and precipitation averages 891.7 millimeters. A climate conducive to the development of crops, the populations had made it an asset to develop agricultural activities. Deconstruction is the demolition of an original and sometimes natural whole. In the context of this study, it is simply a question of the disintegration of the natural environment, the environment and the overall ecosystem in the agro-ecological zone of the center. On the other hand, reconstruction is the consequence of deconstruction. It is about rebuilding again what has been destroyed. As much to understand that the deconstruction, the destructuring or the disintegration of the environment which results from the various activities of the man in nature resulted in the reconstruction of these sets with other means, techniques, methods, materials and sometimes d 'other actors. So is it imperative to question the objectives, mechanisms, factors of deconstruction of the rural environment in Central Cameroon and which have led to new landscapes? Can we think that agricultural activities were precursors to the birth of rural and urban agglomerations? Through an approach that is both descriptive and analytical, we use both historical methods (oral and written sources) and observation, a method very dear to sociologists. Two main axes form the backbone of this study, notably the deconstruction of the rural ecosystem by humans for agricultural activities on the one hand, and the reconstruction of the peasant world through the fruits of agricultural products.

1.Factors of the deconstruction of the rural landscape in the Department of Lekie

The forest is a part of the ecosystem understood here as the whole formed by an association or a community of living beings and its biological, geological, edaphic, hydrological and climatic environment. A plurality of factors constituted the motive for the destruction of the forest, the essence of which is the search for the survival of the populations, petty trade and land mercantilism.

1.1. The destruction of the forest for the benefit of plantations for self-consumption and trade

The crisis of the 1980s and the resulting changes generated two major changes: the development of efficient intra-urban agriculture which led to the ruralization of the city's landscape and the creation of a more coherent vegetable and food belt around the capital. In Cameroon, the food needs of cities are covered by products of rural origin, but also, and more than elsewhere, by intra-urban productions. The Department of Lékié did not escape this reality, especially as the participation of intra-urban agriculture in the urban landscape and in food production appeared to be much more important there than in other towns in the Center- Cameroon. The villages were drowned in food crops: cassava, bananas and maize plants constituted the dominant

trilogy of this agro-rural system (Calas, 1998: 91). The rural landscape was perpetually airy with fields and valley-bottom gardens. Even the neighborhoods of the houses always hid in a discreet corner a few planks of tomatoes, onions or cabbages, even a banana or two, when it was not a chicken or even a pork farm. The edges of the streets, the courtyards of collective housing estates and many unbuilt public spaces were cultivated. Agriculture was therefore an integral part of the rural landscape of the people of Lékié. This rurality is the product of ruralization. Indeed, the years of crises from 1980 to 1990 had caused a backtracking. The crisis had amplified the desire of the populations to expand and densify the plantations of food crops by spreading agriculture everywhere. Agricultural work by peasants had become widespread. In reality, the achievement of local food self-sufficiency by the peasants pushed them to multiply the fields of cash crops in the hope of having a marketable agricultural production. Recognized during the decades of 1970 and 2000 as the producing pole of commercial cocoa in Cameroon (Etoga, 1971: 86), several cocoa farmers used each year to expand their cocoa farms. This activity finds its reasons on several facts. In each village, he had the Cocoa Farmers' Cooperatives (SOCOOP) since 1973 which flourished during the implementation of the five-year plans. The cooperative spirit created a healthy emulation, facilitated the conduct of activities by setting up working groups. The adoption of the new laws in 1992 made it possible to infuse the agricultural associative sector from the bottom up (Onana, 2019: 86). The challenges were huge during sales, because they had the prices that the big producers won in small equipment, in inputs, in subsidies. The state had designed and implemented four policies to promote these cultures. The diversification policy during the second five-year plan (1966-1971) or peasant plan (Onana, 2019: 84); the productivity policy was based on the intensification of output during the third five-year plan from 1971 to 1976 (Topor, 1993: 104); industrial policy and trade policy.

The destruction of the Lékié forest by farmers was also a means of safeguarding wealth. Strategies were implemented for the conservation and protection of land against the predators and devourers of space that were the large farmers. The peasants used to plant fruit trees sometimes in their respective spaces to signify ownership or belonging, it was enhancement. From 1971 to the present day, the Lékié forest has been destroyed in favor of plantations (mostly cocoa trees), plantains and food crops. There are villages like Ebougsi, Pongsolo, Elig Ambassa, etc. who do not even have enough space to cultivate fields of food crops, yet intended for local consumption (Topor, 1993: 104). This phenomenon is not without unfortunate and damaging consequences for the populations. Indeed, this method boosted the cocoa sector in particular and the agricultural sector in Lékié to the point where land had become scarce, thus exposing the populations to land tensions.

1.2. Land issues and destabilization of populations
Geography defines arable land as a part of land that can be cultivated, even when it never has been, but could possibly be after clearing. Agriculture, considered as a profession, holds within itself the seeds of its difficulties. Apart from the problems linked to the ingratitude or non-productivity of the land, the populations of rural areas face the lack of arable land. The peasants themselves have to overcome a certain number of problems linked to this activity: financing, inputs, monitoring, experiments, to name but a few, were part of the daily life of the peasants, etc. The land issue is a

priority. The scarcity of cultivable space in the countryside reduces the number of fields, which has an impact on production, as well as on yield. Sometimes a large family finds itself with little land. Sometimes the existing ones are uncultivated, made up of hillsides, rocky slopes or marshy lowlands (Topor, 1993: 104). Then, the problem of financial and human resources constitutes the backbone despite the availability of land, when it is the case. The peasant faces the problems of means or factors of production essentially made up of capital and the availability of labor for production. Observing and knowing the summary of the field survey on the scarcity of arable land, agro-pastoral farmer Faustin Ngono confesses in these terms: *Nature wanted those who are few to have a lot of fertile arable land available at all times. They are the ones who are not interested in working the land. On the other hand, we who only live by working in the fields do not have substantial land that can support our agricultural projects. However, we have the necessary and available manpower and especially capital too.*

In addition, the decrease in the areas cultivated with tubers and cocoa and the quantities harvested, the simultaneous increase in areas and peanut production for the factories in the cities caused the collapse of the agro-pastoral system (Topor, 1993: 104). The campaigns have greatly benefited the city of Yaoundé by bringing in labor, employees, in the public service and in the private sector. Whatever may be said, J. Lombard recalls that: *The return of migrants, remittances of money, imports of urban products - fabrics, food - are certainly very numerous in the villages, but they totally express the domination of the cities. The countryside and the city even seem to ignore each other: for generations of migrants between the ages of 50 and 60, the ties with the villages remain quite strong, but for their children born in the city, they weaken.*

These land shortages therefore constitute the bed of land mercantilism. Commercialism is a tendency to relate everything to a question of gain and profit (Henry, 1981: 77). Land has long been the bedrock of all agricultural development in rural and urban areas. Its acquisition and use for development was based on a land appropriation method, on which cultivation techniques were developed to optimize yields. According to ancient documents, land tenure was once very simple. There seemed to be no right on the ground (Ekoman, 2008: 73). The land belonged to whoever took it, it had no market value. It was not sold, it was not given as collateral for a debt and it was not inherited (Alexandre and Binet, 1958: 31). With the monetization of agricultural economic activities and the valuation of the land, mentalities have evolved. Among peoples whose land rights were non-existent, notions similar to that of property rights have appeared. According to Alexandre and Binet, it is in the cocoa farms that the right born of labor has been transformed into right on the soil. From the law on the harvest, we have moved to the law on the tree that bears fruit and on the soil where the tree is rooted (Alexandre and Binet, 1958: 31). The right to the ground was born. If the creation of a cassava field gave the right to own the land, for a few months, the creation of a cocoa plantation led to long-term possession. If the men of yesterday appeared to be terribly powerless under the constraint of a natural environment from which they had to draw their substance, they were hardly less so with regard to the legal framework in which their activities were inserted (Audisio, 1993: 33). However, a synthetic review of the literature dealing with the land issue in Cameroon shows that there are several forms of access to property, namely the legal route and the traditional route (Crousse et al, 1987: 27).

From a legal standpoint, land was subject to collective appropriation. The mother earth which periodically generated income and profit was regarded as a cosmic agent, a vital force, even a deity (Ki-Zerbo, 1963: 35). The land was therefore a solemn space that the first occupying collectivity made with it or with the spirits which dominated it. It was therefore not the idea of a Cameroonian to proclaim himself the owner within the meaning of Roman law, because Roman law stipulated that: the village or tribal family community that never disappears '' (Ki-Zerbo, 1963: 35). This is what justified the precarious nature of this tenure or this dependency. The "Head of the Land" who was the land manager, could always intervene for a withdrawal of the usufruct, of the profit enjoyed by a particular family or such individual. To basically explain this collectivist character of property, it is important to evoke the economic situation of Cameroonian society. It was a subsistence economy, pre-capitalist, without massive exchange of goods. An economy of underpopulated countries where the available space was considerable (Ki-zerbo, 1963: 27). Finally, family cohesion, which is one of the consequences of these general conditions, is at the same time one of the causes of collective property. Despite the divine character and with the wear and tear of time, the earth is gradually desecrated, defiled, and has become the object of sale, strife and strife. We finally arrived at the scarcity of arable land under the influence of urban dynamism and the interest that large intensive cultivators took in it. From this period of individual appropriation of land, land disputes emerged throughout the department. To solve this land shortage, they proceeded by purchase. There are then two ways of acquiring land.

First, the so-called "village" sale is the most common (Onana, 2019: 36). In this case, it was enough only for the applicant to express the desire to acquire a piece of land in front of an heir who had enough of it. A sales committee was then made up of the village or canton chief, the head of the family, the owner, residents and the purchaser. When the traditional formalities were fulfilled at the chiefdom, the committee would descend into the forest to mark the boundaries. The landmarks were generally fruit trees, large trees, banana plants. The purchaser thus became aware of his land ownership. The committee then returned to the village to sign the documents attesting to the purchase of the land. It was land acquisition by illegal sale, or "village" sale.

Finally, the so-called "legal" sale was gradually taking shape and becoming part of the mentalities of the populations, thanks to the awareness campaigns carried out by the public authorities. The sale of land follows an administrative process in which the stages are well defined. Access to land is regulated by law (laws, ordinances, decrees, orders, circulars and even instructions). Land thus has three components: national, public and private domain. Access to these domains is ensured by the state as the guardian of all land. As such, it can intervene in order to ensure rational use, play the role of defender of the interests of users and promote the economic options of the Nation. The national domain is divided into the national domain of the first and second category. The methods of land appropriation and the operating units were varied and diversified. In the case of an inheritance, one could benefit from the inheritance, especially when the ascendants had it. It could also be acquired by purchase, following a so-called "village" or illegal sale or a legal sale by direct registration to obtain a Land Title. Of all these methods, the most widely used were those of inheritance and illegal sale. It was only in urban centers that people were concerned about registering land,

because administrative and urban pressure was already being felt. These land sale procedures also led to land crises.

In the courts, cases relating to land constituted the bulk of the complaints and files of the populations. The following examples demonstrate the relevance and value that indigenous peoples placed and place on land. In the Monatélé and Sa'a penitentiaries, the situation is the same. A stop in the Okola Gendarmerie Brigade has revealed revealing information. Retired Brigade Commander René Ntsama regrets the multiple complaints that the Eton man always had when I was in office, related to the field disputes. Often border disputes, natural or traditional boundaries displaced, private domains violated. It became serious when they failed to find a cordial understanding within the family institution or the traditional chiefdom. Violence arose and ended irreversibly with the destruction of plantations, fights, open wounds, fractures. And it was then that they resorted, bleeding, to law enforcement to seek redress. The causes of such atrocities were well known. They offer two main facets of analysis and explanation. First, the space to be cultivated was very small for the large number of cultivators from the same family, because as the saying goes "the poor man's bed is very fertile and his table meager". In this case, the tensions were endless, because a resolution always caused discontent, stoking resentment and thus became a source of new tensions. You might as well understand that, it was often "the peace of the brave". No court verdict was unanimously approved and accepted by the protagonists, thus still constituting a bone of contention. Second, the other main cause of land dispute presented an aspect of jealousy and revenge. A native of the village who had moved to the city became the target first, then the victim. His land ownership remained abandoned. His brothers and cousins, his neighbors with whom he shared the same edges, took the opportunity to extend and annex the vacant land, justifying the maxim that "nature abhors a vacuum". When the `` Notebook of a return to the native country '', eponymous title of the work of the writer Aimé Césaire took place, the return to the village of the former city dweller was greeted by problems of absence and the narrowness of cultivable land. However, he had it before he left for the city. Many Cameroonians in this study area found themselves in this unpleasant situation. Retiring to the village required reconversion to working the land.

On analysis, these two cases sufficiently show the importance that the peasantry accorded to the land, a pledge of their subsistence and their development (Ki-zerbo, 1963: 143). The problems (that of property or the right to use the land) were often more difficult to resolve or to change, faced with the constraints imposed by respect for the traditions and customs which ensured social stability and peace. On the one hand, and the needs for modernization of agriculture, on the other. This social peace was disturbed by jealousy, itself manifested by violence and crystallizing by resentment and resentment, all things which maintained social psychosis in the populations and destroyed the spirit of brotherhood, solidarity and complicity of the people rural populations. As can be seen, the factors of destruction of the Lékié forest were based on three fundamental elements. The concern of the populations to produce by their own hands what they consumed, the extension of cash crops for trade which led to land pressures which also resulted in the destabilization of populations and villages. However, after these deconstructions of nature or the ecosystem, remodeling or redevelopment was observed in the rural landscape.

2. The mechanisms for remodeling the rural space using agricultural products

The restructuring of the rural world was obvious, because socioeconomic indicators showed it. Agricultural products were not only consumed locally (primarily for easily perishable food products), but also evacuated to consumer markets. Trade had established contact links between producers and sellers, contributing ipso facto to the improvement of housing and the establishment of rural agglomerations, precursors of urban agglomerations.

2.1. Gradual change from rural to urban housing

As early as 1960, at the time of the overcrowding of the countryside, the houses of the village were built by their inhabitants. A family or group of neighbors then carried out the construction tasks which, added house by house, decade by decade, made these old villages become urban centers (Pradelles, 1969: 153). The continuity between building and living there was quite natural. It is to this continuity that the strange impression of coherence that emanated from these villages was attributed. These buildings housed men, animals, crops and tools. Community services were grouped all around, namely water, fire, place of worship, school (For learning to read and write), traffic (For air, sun, gray water and flow, men, animals) already reflected an organization that tended towards urbanization (Pradelles, 1969: 153). Around the village, the clearing was divided into close plots, land, orchards, gardens well cultivated by each family. The ability of the inhabitants, authors of these villages, to '' integrate'' (These peoples had succeeded in pooling geographical and environmental elements to adopt a coherent and peaceful way of life) program of daily life, materials, technique of implementation and site, in a coherent whole, demonstrates what were the secondary peoples of central Cameroon. The architecture of the whole is dependent on the environment in which the infrastructure is built. The chalet was integrated into the village and it was organized according to the rules of unwritten customary law which governed the relations of each neighboring household and the general services of the village. This right, often oral, delimited plots, built volume, right of air, sun and light, passage specific to each household. It simultaneously defined the rights common to all. The remarkable economy of the distribution of things or their pooling, of which the village was only the translation into space, had conferred on the whole a cultural and even commercial value, a coherence of which the examples of Monatélé, Obala, Sa'a, or Okola demonstrated value (Pradelles, 1969: 154).

For many theorists, the African city in general and Cameroonian in particular was only the place through which the universal technical society, capitalizes and bureaucracy imposed itself on societies with specific social logic, living more or less in connivance or in harmony. With a '' territory, a controlled space loaded with meaning '' (Bricas, 1985: 70). At best, cities were an interesting market to boost local subsistence agriculture when enterprising ethnic groups knew how to use this opportunity. Speaking of the essence of the urban fact, Gorges Duby specifies that the city was born with the road (Encyclopédie universalis, 2008: 712). It is more to say that it is a product of the exchange that accompanies the division of labor. This geographical partition of space reveals a technical and social division of employment. It appears with the formation of social classes which allows the necessary mobilization of the agricultural surplus. The city therefore does not appear as a place of work, but as that

of the social and spatial organization of work. It is also the place of economic power. The urban essence is the tertiary organization of the economy.

Despite the metamorphosis of housing in the countryside and urban centers, the problem of the lack of housing remained and remains unresolved. The lack of implementation of a housing construction policy by the populations in rural areas is to be regretted. Even the "elites" with some means are failing to meet the ever-increasing demand to match the demand for and supply of housing. This may not appear to be the exclusivity of the villages of Lékié in Central Cameroon, of course, but efforts remain to be made in this sector if the area is to keep its definition which incorporates the dimension of tranquility, as a model place where there is no has no difficulty.

2.2. Relations between rural and urban agglomerations

The city is seen as a tool for disseminating innovation, knowledge and know-how, a place where an original culture can emerge, a synthesis of different contributions (Courade, 1985: 70). State, city, commerce were necessary. The city and the solvent market that it constitutes are an essential factor in stimulating this small production, not only for market gardening and small livestock farming, but also for food products corresponding to urban demand (Hugon, 1985: 41). For many, the Cameroonian city is only the place through which the universal technical, capitalist and bureaucratic society imposes itself on societies with a specific social logic, living in harmony with a territory, a controlled space loaded with meaning (Courade, 1985: 70). Cities constitute a market to boost local subsistence agriculture when enterprising ethnic groups know how to use this opportunity.

Cities, depending on their demographic potential and cost, distance from productive areas have spillover effects depending on their area of influence. It is not possible to reduce this area of influence to a simple law of gravitation. The presence of structuring transport axes is more important than distance, on the one hand, the potential of a city is less the volume of the population than the market (Hugon, 1985: 41). Finally, the role of intermediaries is strategic. Following this thesis, '' it becomes positive that cities are dependent on the countryside. As a result, the towns of the Districts and Arrondissement had effects in Central Cameroon within a radius of about 30 km, while their markets constituted an essential stimulus for producers, traders, food transporters, fruit and game along the shoulders of the road (Perrin, 1974: 45).

The city also has the advantages of ineluctable modernization with the integration of the peasantry or the capture of the lineage mode of production, as a prerequisite for social change going in the direction of history. The city still appears as a place of polarization (animation, supervision and command), intercommunication (melting pot of a true national culture) and the dissemination of technical and socio-political progress. This structural and infrastructural arrangement is reminiscent of the structure of urban housing.

By evoking the urban structure, it appears that the traditional practices of the habitat had undergone changes in the direction of the reproduction of the segregationist residential patterns inherited from the colonial administration. The globally ambivalent and bipolar configuration of the urban habitat is thus the tradition of the conflictual interaction between the exogenous logics of control and exploitation inherited from colonization by the neocolonial administration on the one hand, and on the other hand, the response of the local populations through the logic of resistance or

response to urban policies imposed from above. Conceptually, habitat is understood as any style of construction of residential houses, of the organization of the spaces around which people work, circulate and entertain themselves: urban and rural in this case. Habitat, he continues, is always influenced by climatic, social, religious and symbolic factors, whether traditional or rural or modern or urban (Tassou, 2015: 184).

The countryside has often constituted a base for agricultural foodstuffs. It was difficult to escape the false evidence and the half-truths. We can go back to what was said about the link between food dependency and urban development, in the sense that villages have assets. Many cities have significant pockets of rurality, both large and small. There was essential and innovative urban agriculture in many situations unaware of the agricultural services. There was a whole range of inter-family exchanges that allowed city dwellers to get their supplies cheaply and rural people to access urban services, in this case (schooling, imported goods, etc.) at a lower cost. The townspeople supported by sending money and provisions the relatives who remained in the village. They accommodated them and facilitated their integration into the economy and urban society. This was observed in all the cities in a phase of demographic accumulation such as Yaoundé, Obala, Okola, Sa'a, Evodoula and Monatélé. Solidarities weakened when the city exceeded a certain size and more than one urban generation lived there (Courade, 1985: 77).

The experience gleaned by the cities of Lékié shows that agriculture does not destroy artisanal activities like "the locomotive crushes the wheelbarrow" or like "the elephant crushes the termite". Most of the small so-called informal activities were established in the city around the agro-food market (Hugon, 1985: 40). Studying craftsmanship, we show the importance of small catering, processing crafts, the resale of ready-to-eat industrial products, micro-commerce and the provision of services related to the manufacturing activities of sale. Food craftsmanship is therefore found at the level of consumption, processing and circulation of both traditional and industrial and imported products. The results of the surveys show what there is within the craft industry, the transfer of transformation activities from the peasantry to the urban craft industry. The example of the transformation of cassava tubers into flour, porridge, sticks and tapioca is remembered. At the same time, there was the transfer of domestic activities of preparing meals to the market. Regarding food marketing, the results of surveys show that there is a mixed diet in town. Consequently, in the cities, there is the permanence, even the resurgence of rural food models and a certain tendency towards the ruralization of urban consumption patterns (Desjardins, 1983: 22). With the exception of certain products (breads, beers, canned food), the industrial and agro-business sectors seem, unable to meet the solvent demands of the greatest number, to create the divisibility and to have the flexibility which ensures close links with the rural world. The countryside was a supplier of various foodstuffs for the urban centers. The changes in the structures of the habitat favored the construction of rural agglomerations which permanently maintained better relations with the cities, the populations of the administrative poles, thus contributing to the reconstruction (in another way) of the rural landscape.

Agricultural activities contributed to the destruction of the rural landscape of the Lékié Department in Central Cameroon, which could not escape the tentacles of cumulative agricultural production activities and ecosystem deconstruction. Vast areas of forest had been succeeded by plantations, houses, markets, habitats thus

contributing to the destruction of the ecosystem, fauna and flora. As a result of the races, traditional society has been deconstructed in favor of "modernization" which materializes through the change in styles of living, behavior, clothing, culinary and artistic habits. It has become very difficult to establish a pronounced difference between urban space and rural space, so much the facts which structure them are almost identical. Between urban agglomeration and rural agglomeration in Lékié, there is only one step to take. Two phenomena explain this and justify it, namely suburbanization and peri-urbanization. The suburbanization here translates the extension of a main city towards the suburbs that structure it, the case of Yaoundé which tends to swallow up the space of the districts which border it, in particular Okola, Obala and Lobo. This is a movement from the center to the peripheries, better still a centripetal movement. As for peri-urbanization, town planners believe that it manifests itself in the expansion of urban housing around a city at the expense of the surrounding rural, natural or agricultural space. It should therefore be concluded that agricultural activities have cumulatively contributed to the destruction of the rural landscape and to the remodeling of these spaces by the construction of human settlements such as housing, roads, markets, establishments, hospitals, thus changing the overall physiognomy of the Lekié countryside.

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EDUCATION AND LOCAL COMMUNITY AS KEY FACTORS IN PROMOTING ENVIRONEMENTAL PROTECTION. RESULTS AND GOOD PRACTICES FROM A PROJECT WITH EU FINANCMENT

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Abstract: *Since the second half of the twentieth century, an increasingly strong environmental protection movement has emerged and developed with visible effects on the health of the environment. This movement consisted of public and/or private initiatives aimed at raising awareness about the effects of human behaviour on the environment. In this sense, at global and European level, documents, programmes and strategies have been initiated to reduce the harmful effects of industries (often polluting) on the environment, promoting a green economy, green jobs, sustainable development and environmental education. An extremely important role in the implementation of these measures was played by the programs and projects initiated not only at national level, but also at local level. This article aims to highlight the importance of externally funded projects (in the case study we have chosen to present, European funded projects) and how their outputs are achieved through the involvement of educational institutions. The school is one of the most important institutions of social control, therefore, any project that aims to be a successful one must involve the school as a social institution and the pupils as a target group. The research we present in the second part of the project highlights the need to develop an education for environmental protection and the use of the school-community dyad in building sustainable development and an eco-citizenship.*

Keywords: environmental policy; education; sustainable development; EU financed projects; local community.

1. Context: objectives of the EU environmental policy

Environmental policy consists of setting a set of balanced and interrelated objectives in order to improve the quality of the environment as well as to adequately manage natural resources. To achieve these objectives, there is also decision-making and the implementation of specific actions, as well as the support of standards, institutions and procedures (European Commission, 2008: 24). Thus, an environmental policy implies a challenge to be overcome, a commitment of the state and not of a government, as well as a strong social participation (Lonnroth, 2006). Environmental policy is in fact an art of execution: everything is a matter of means and methods as soon as the ends are, for the most part, the subject of a consensus. By environmental strategy, we mean here restrictively the European strategy to fight against climate change.

Most European policy documents aimed at protecting the environment address various issues, such as: waste management, the preservation of water resources and the control of chemical pollutants fall into this category. "Conventional" species conservation actions (the so-called *Birds* Directive, which is the oldest EU legislation on the environment) and the environment (the so-called *Habitats* Directive) are also

invariant elements that continue to evolve - the *Natura 2000* Network for protected areas (Kubacka and Smaga, 2019; Aulong, 2003: 40; Hermoso, Moran-Ordonez, Canessa *et al.*, 2019).

European environmental policy is one of the most dynamic fields of activity of the European Union (Murphy, 2001: 39-58). In the Treaty of Rome of 1957, the principles of environmental protection and sustainable development were considered marginal, no competence in this area was explicitly conferred on the Community. In 2001, the adoption of a "Sustainable Development Strategy" at the Gothenburg European Council completed the integration of the objective of sustainability. The Strategy identifies four priority areas (climate change, transport, public health, use of natural resources) and adds the environmental dimension to the economic and social objectives for which European policy was already working. Later, in the Treaty of Lisbon, signed in 2009, the principles of environmental protection and sustainable development acquired a central position (Koch, Gullberg, Schoyen and Hvinden, 2016: 704). This document states that the objectives of the European Union in the field of environmental protection include : preserving, protecting and improving the quality of the environment, protecting health, promoting the rational use of resources and promoting measures to combat environmental problems.

Recently, the most important public policy document is the Europe 2020 Strategy - a European strategy for smart, green and inclusive growth, which focuses on sustainable growth based on environmental protection, protection of biodiversity, "green technologies". Currently (2021-2027) the policy of the European Union for the protection of the environment is articulated around several documents / strategies that are relevant in this field: *European Green Deal* - the EU's roadmap for a sustainable economy, striving to make Europe climate neutral in 2050; *Environment action programme to 2030* **–** the 8th Environment Action Programme will guide European environmental policy until 2030 etc.

2. The importance of EU projects designed to protect the environment and promote environmental education.

When we talk about projects designed to protect the environment and promote an education for the environment, these are not huge projects or large international agreements, but sustainable local projects, based on innovation in management, cooperation, community participation and a strong presence of the environmental education at all levels of the education system (Sarty and John, 2019: 165-181). These projects aim to promote environmental actions developed thanks to the great participation of citizens, divided into small territories which, in a certain manner, generate processes of "territorialization" (Horlings, 2015:164).

Environmental planning is developed within an interdisciplinary framework that allows methodological progress through mutual learning between specialists in different natural and social sciences as well as communities when they can fully participate in these processes. One of the planning models used to promote sustainability is the Pressure-State-Response - PSR model, developed by the Organization for Economic Co-operation and Development (Levrel, Kerbiriou, Couvet and Weber, 2009; Meyar-Naimi and Vaez-Zadeh, 2012). This model is an analytical and integrative tool that classifies information on the state of the environment, using environmental indicators, according to its relationships with social, economic and

political circles. But what we must agree completely is that it is necessary to develop, agree and implement an environmental policy that includes social actors and that is at the service of the interests of society, as an integral part of national policy, as is the case for education and health. This involves putting scientific research at the service of national interests, academia and NGOs. These policies must, moreover, be applied according to the geographic realities of each society and region. They should not be exclusively based on specific support from international organizations.

At EU level, part of the *European Green Deal* strategy (Eckert and Kovalevska, 2021; Barry and Hoyne 2021), there were developed two main support mechanisms and financial resources, with the *Next Generation EU* 2021-2027 : a) <u>Horizon Europe</u>, with a total budget of €95.5 billion and b) *LIFE Programme* (the only EU project entirely dedicated to environment) with a total budget of €5.4 billion.

The LIFE programme is the financial instrument of the European Commission to support projects in the fields of the environment and climate. It is aimed at promoters of public and private projects and aims to promote and finance innovative projects relating, for example, to the conservation of species and habitats, soil protection, improvement of the quality of the environment. air or water, waste management or even mitigation or adaptation to climate change and energy transition.

For the period 2021-2027, the LIFE programme will have a budget of 5.4 billion euros at European level. The LIFE programme is divided into 4 sub-programs: *Nature and biodiversity; Circular economy and quality of life; Climate change mitigation and adaptation; Transition to clean energy[1]*.

Regarding projects with European funding intended for environmental protection, through the LIFE programme (Quevauviller *et. al*, 2005), they facilitate and participate in:
- The integration of environmental and sustainable development education approaches into regional systems, plans and schemes relating to ecological transition in order to increase everyone's capacity to implement it;
- The development of educational practices and social innovations for a broader leverage and mobilization effect among citizens;
- The implementation of diversified educational approaches (information, awareness, eco-citizenship, education and local mobilization, etc.) contributing to the movement of citizens and stakeholders;
- The effective and differentiated application of environmental education and sustainable development for society in all its components: children, pupils, students, young people, employees, decision-makers, retirees, families, citizens etc;
- The deployment of a dynamic of appropriation of the objectives of sustainable development.

3. School and community as key factors in promoting environmental protection through EU financed projects. A sociological analysis on project's outputs

Environmental education not only allows children to acquire reflexes and adopt behaviours essential to the survival of the planet, but also offers the opportunity to introduce the systemic and global approach, allowing pupils to see the world as a

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[1] For more details on LIFE programme, see: https://cinea.ec.europa.eu/life_ro

complex system, and therefore adopt a thought that integrates the components of their environment as interacting elements (Meirieu, 2001: 16).

3.1. Short description of the project

The project within we have conducted the sociological survey was a project financed by the European Social Fund (FSE), through The Operational Sectorial Programme for Environment (2017-2013). It was a project developed during 2013 and 2015, in 2 rural communities from Dolj County and it was related to a protected natural area. Although the overall objective of the project was to conserve and protect biodiversity in a protected natural area, one of the specific objectives was raising public awareness of the importance of conserving and protecting biodiversity

The target group of the project included: local authorities, pupils, representatives of hunters and fishermen associations, members of the local community (population). The most important categories of the target group were students and members of the local community, described in the table below:

Table 1 : Demographic characteristics of the local community and pupils as parts of the target groups for the project

Target group	Target group description	Target group quantification	Project ouput
Local community	Inhabitants of Bratovoeşti, Dolj county Inhabitants of Teasc, Dolj county	3693 inhabitants (2013) (according to Dolj County Council) 3428 inhabitants (2013) (according to Dolj County Council)	Increasing the level of information and awareness. Improving the degree of information of the population on the benefits and opportunities generated by the efficient management of the protected natural area.
Pupils who were living in Bratovoesti and Teasc	Pupils who participated in the information and awareness sessions and seminaries	600 pupils	Pupils awarned of the importance of biodiversity in the protected natural area.

3.2. School activities to increase awareness on environment

Awareness seminars on the protected natural area were held during the project. In simple terms, information was presented on what the protected natural area represents and how this area can be protected, according to the regulations and the minimum measures of the area. Students were introduced to the main features of the area: general information about the area, the importance of the area for biodiversity (protected species of national/community interest of the area, socio-economic importance), current problems and threats of the area, general rules of behaviour in the area. Several issues related to the economic and social benefits of the area, such as the creation of new jobs in ecotourism (the area has such potential), were also addressed in a simple and concise manner, thus, ensuring diversification of the local economy and an increase in economic stability in the area, as well as the improvement

of living conditions, but also the reduction of local environmental problems, such as water pollution.

Until the start of the project, there were very few activities in schools near the protected natural area to educate pupils on the conservation of the area's biodiversity (in fact, they were almost non-existent). There were also no activities to ensure continuity in pupils' education for biodiversity conservation. By making pupils aware of conservation measures in the protected area, of important species in the protected area and of the need for their conservation - it was possible to increase the awareness of pupils from the two rural communities. In this way, the activity and the project, overall, has contributed to raising the general level of awareness on environment protection and to the sustainable development of the protected natural area.

3.3. Project's outputs in terms of awareness on environment for pupils and local community

During the period of implementation of this project (2013-2015), there were organized: 10 pupils awareness seminars, with a trainer present at the school (during these seminars questionnaires were applied to pupils from 3 middle schools located in the area of action of the project); 2 awareness-raising seminars for local stakeholders (in this case, 60 questionnaires were applied) and 2 events for informing and raising awareness of the local population on environment protection and protected areas (100 questionnaires were applied). One important fact to mention is that the questionnaires were applied both at the beginning and at the end of the project, in order to obtain feedback on the project's activities. The survey method was used to obtain feedback. Statistical analysis of the collected data was also used, using the SPSS Data Editor program (*Statistical Package for Social Sciences 22.0*). The questionnaire included 12 questions, with free and pre-formulated answers.

Table 2: How informed are you about the notion of "biodiversity"? (%)
(n= 627)

1.	Less informed	33,4
2.	Informed	27,0
3.	Well informed	25,3
4.	Don't know/ N.A.	14,3
Total		**100,0**

Table 3: Correlations for establishing the impact of project activities (%)

How informed are you about the notion of "biodiversity"? (n= 627)		Year:			Total	Variation 2014-2015, compared to 2013
		2013	**2014**	**2015**		
	Well informed	22.2%	**72.5%**	**5.3%**	100.0%	**+55.6%**
	Informed	20.8%	**72.1%**	**7.1%**	100.0%	**+58.4%**
	Less informed	71.5%	25.0%	3.5%	100.0%	**-43.0%**
	Don't know/ N.A.	84.5%	15.5%		100.0%	**-69.0%**

Regarding the concept of "biodiversity" it is observed that if, at the beginning of the project implementation (2013), the share of those who considered themselves to be "informed" and "well informed" was relatively low (20.8% and 22, respectively). 2%), during the project implementation this share increased significantly (reaching

72.5% for those who considered themselves to be "well informed" and 72.1% for those who considered themselves to be "informed" about biodiversity).

Table 4: Do you consider that the degradation of biodiversity in general and the extinction of some species will have effects…. : (%)
(n= 627)

1.	Now, but the impact will be amplified in the future	67.0
2.	In the future	19.6
3.	Now	5.5
4.	It is not a problem/ I am not interested in the subject	3.2
5.	Don't know/ N.A.	4.7
Total		**100.0**

The importance of conservation of protected species in the area was recognized by all categories of the target group who were involved in the completion of the questionnaires, 67.0% of which considered that the degradation of biodiversity in general and the extinction of some species have effects. but the impact will be amplified in the future. Only 3.2% of respondents indicated that biodiversity degradation is not a problem, which may lead us to conclude that they are among the 14.3% who, at the time, were only informed low level of "biodiversity".

Table 5: How informed and documented are you about this protected natural area? (%)
(n= 627)

1.	Very little informed	21.0
2.	I know a few things, but I want to document myself and get more information on this subject	46.1
3.	I am well documented and informed on this subject	25.4
4.	Don't know/ N.A.	7.5
Total		**100,0**

Table 6: Correlations for establishing the impact of project activities (%)

How informed and documented are you about this protected natural area? (n= 627)		Year:			Total	Variation 2014-2015, compared to 2013
		2013	**2014**	**2015**		
	Very little informed	71.5%	27.8%	0.7%	100.0%	**-43.0%**
	I know a few things, but I want to document myself and get more information on this subject	26.2%	59.0%	14.8%	100.0%	**+47.6%**
	I am well documented and informed on this subject	21.6%	68.6%	9.8%	100.0%	**+56.8%**
	Don't know/ N.A.	71.0%	27.0%	2.0%	100.0%	**-42.0%**

From the table above, it is observed that following the implementation of the project, the share of those who stated that they are well documented and informed about the protected natural area increased by 56.8% (compared to 2013) and by

47.6% the share of who did not consider themselves well documented but wanted more information. At the same time, the share of those who were very little informed decreased by 43.0%, compared to 71.5% in 2013.

Table 7: If you consider yourself informed, where do you get information about protected plant and animal species from the protected natural area? (%)

1.	School	32.6
2.	Seminaries within the project	25.5
3.	Internet	8.9
4.	Project presentation flyers	4.9
5.	The NGO that carries out awareness activities in the area	3.9
6.	Mass-media	2.3
7.	Family members	1.5
8.	Local authorities	0.7
9.	Don't know/ N.A.	19.7
Total		**100.0**

Table 8: Correlations for establishing the impact of project activities (%)

How informed and documented are you about this protected natural area? (n= 627)		Year:			Total
		2013	**2014**	**2015**	
	School	12,6%	77,5%	9,9%	**100,0%**
	Seminaries within the project	27,3%	52,3%	20,5%	100,0%
	Internet	26,7%	67,0%	6,3%	**100,0%**
	Project presentation flyers	-	84,2%	15,8%	**100,0%**
	The NGO that carries out awareness activities in the area	9,3%	86,5%	4,2%	**100,0%**
	Mass-media	36,4%	63,6%	-	100,0%
	Family members	100,0%		-	100,0%
	Local authorities	12,6%	77,5%	9,9%	**100,0%**
	Don't know/ N.A.	81,4%	17,5%	1,1%	100,0%

Following the implementation of the project, the ways of disseminating information on the protected natural area where this project took place proved to be successful, given the following percentages recorded for information sources: awareness seminaries within the project (an increase of 74.8%, compared to 2013); informations from school (an increase of 46.6%, compared to 2013); informations presented in flyers (an increase of 100.0%, compared to 2013); informations presented by the NGO that was carrying out awareness activities in the area (an increase of 100.0%, compared to 2013, at the beginning of the project).

5. Conclusions

One of the most important conclusions of our study and, of course, of the project carried out was that one of the key factors in increasing awareness on environment is the local community. Of course, in each community, especially rural communities (like one in which we have carried out this project) the most important 2

institutions are the city hall (local authorities) and the school (education). Working with pupils in schools, helping them to be more informed on environment issues, helps them to become more and more aware of the environment protection and contributes at the forming of their citizenship education. Therefore, environmental education constitutes a privileged entry point for citizenship education. For this, it is not enough to reduce its implementation to the simple transmission of knowledge. It is essential to broaden its scope by considering the personal and social development that it can induce. Also, helping pupils to become more informed and aware of the environment issues can have a direct impact on their personal life (as future adults and citizens), but also, on their families and, in long term, on the entire community, which become more involved in protecting the environment.

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POSSIBLE DIRECTIONS FOR THE STUDY OF WORK-FAMILY RELATIONSHIP CONSIDERING COUPLES IN A ROMANIAN CONTEXT

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Abstract: *The study of work-family relationship represents one of the favorite research topics of the last decades due to several determinants, as the growing interest of the scientific community and companies, the impact of personal and professional roles mitigation at multiple levels or the public discourse that continues to maintain this issue on the first page, for example. Previous analysis focused on the relation between the two sets of roles, the causes, moderators and effects of a poor or efficient management of the professional and personal issues on individual level or from an organizational perspective. Considering that south-eastern European countries are underrepresented in the existing scientific literature dealing with work-family relationship and given the specific context represented by Romania, a post-communist country and member of the European Union also, we argue that future analysis may exploit this valuable framework also. Moreover, the second direction set by the present paper regards the focus on couples, not individuals, when trying to capture the characteristics of work-family relationship in a comprehensive manner. Given the above-mentioned state of the art regarding the work-family relation, this paper brings in an integrative model for the study of this issue at another level of analysis – couples and suggests contextual determinants and moderators of the work-family relationship that could be considered by future research, given the specific Romanian context.*

Keywords: couples; dyads; work-family model; work-family relationship

1. Introduction

Work and family are two major domains that shape or define adults` lives, main resources reservoirs and identitary anchors for both women and men. Although their existence as landmarks for individuals and communities goes back many years ago, scientific interest regarding the relation between personal and professional roles started to grow in the last fifty years. This increasing focus on the issue was assigned to the social changes that brought more women in the work force, the transformations of gender role ideology or technological development, for example (Pogan, 2019).

The classical models of men – breadwinners and women – homemakers diminish steadily (Oakley, 1974). Likewise, work contents and career models also suffer alert changes, determined by digitalization and technological jumps that blurry more than before the boundaries between work and non-work. These transformations regarding both family – personal sphere and work - professional domain determine the interests of academia, companies, governments and individuals towards the work-family interface.

Drawing the state of the art, we must say that the first studies dealing with work-family aspects used a functionalist approach (Goode, 1960; Kanter, 1977) that sees the professional and personal issues as belonging to two different spheres and the best functioning is acquired by specialization of each of the two family members on one of the main domains: women – work inside the home, men – work outside the house. From this perspective, obvious finding was that women's implication in paid work

outside the house will generate strain, conflict between the two sets of roles and here we can mention plenty of studies that show us the negative consequences of role accumulation (Greenhaus and Beutell, 1985; Barnett and Baruch, 1985). Convergent to this perspective is the resources conservation approach, stating that personal resources such as time and energy are finite, or limited and engaging in more roles diminishes them and individuals will end-up in inter-role conflict (Grandey and Cropanzano, 1999; Pogan, 2015).

We see the above-described approaches as enclosing, constraining a rather dynamic and always under-construction relation and consider more adequate an interactionist perspective on work-family interface. If we use the glasses of symbolic interactionism, we understand the two partners' engagement in different social arrangements as following their previous constructions on gender, but gender is also an emergent of such social interactions (West and Zimmerman, p.126). Meanwhile, researchers acknowledge flexible boundaries between genders and describe the trend towards convergence, as men spend now more time with childcare activities and even domestic duties, while women graduate higher forms of education and engage more often in jobs outside the house, compared to their predecessors (Thoits, 1992; Barnett and Hyde, 2001: 781; Kan and Gershuny, 2010; Pogan, 2019). Empirical findings also show us that joining family and work demands does not inevitably end-up in conflict, moreover, benefits of multiple-roles engagement as higher levels of well-being and satisfaction are brought to light (Barnett and Baruch 1985; Marks and MacDermid, 1996; Pogan, 2015). Such field results were conceptualized by the expansionist theory, according to which multiple roles are beneficial through buffering effect, added income, multiple sources of social support, expanded frame of reference, increased opportunities to experience success, similarity of experiences (Baruch, 1986; Simpson and England 1981; Barnet and Hyde, 2001: 785-788; Oppenheimer, 1997).

2. The context

Most of the existing literature studying the work-family relationship refer to western countries (Coltrane, 2000; Duxbury, Lyons and Higgins, 2007; De Miguel-Luken, 2019; Geurts et. al, 2005; Joplin et al, 2003) and do not relate to Romanian population. Becomes therefore obvious our preoccupation towards the facets of work-family relation in this given context. Furthermore, some specific features and societal changes regarding Romania entitle us to consider the topic (Abraham, 2000; Voicu 2005; Hăgăruş, 2007). Firstly, before 1989 Romanian was characterized by a full employment policy for the entire population, corroborated with laws that force natality, but the years that followed brought unemployment and drop in the fertility rate (Eurostat). Secondly, child and elderly care facilities reduced their number (INS), the maternity leave was prolonged from 120 days to 24 months and after 2010 European regulations that stipulate parental leave for at least 1 month were adopted in Romania also (OUG 111/2010). These social policies are expected to sustain work-family balance and also diminish the gap between the genders (Olah and Fratczak, 2013), but their effects have not been yet investigated.

A third aspect regards Romanians' massive immigration (more than 9 million Romanians are living abroad according to MRP (http://www.mprp.gov.ro/web/wp-content/uploads/2019/07/Raport-IULIE-2019_site.pdf), a phenomenon with great implications when analyzing the interaction of family and work roles, if we consider

separated families that resemble to the single parent families and the remaining adult facing both roles' challenges (Portes, 2010; Porumbescu and Pogan, 2018). Furthermore, consistent part of the emigrant Romanians is involved in care providing activities in the destination countries, which has a positive effect considering remittances, but also has a negative impact for the ones remaining at home and sometimes bringing extra burden for their shoulders.

If we just take a glance at the demographic pyramid of Europe and Romania (see Eurostat) and corroborate this with the strong migration of young Romanians, it becomes obvious that the analysis of the work-family relation is a both actual and necessary research topic. Furthermore, the socio-economic importance of addressing work-family interface is highlighted at European level recommendations of the EU Council towards member states "to develop and to conduct adequate research to discover the factors affecting opportunities for women and men to harmonize their work and family life, their desire to have children and attitudes related within different age groups and generations" (Council of the European Union, European Pact for Equal Opportunities for Men and Women, 2011–2020, Doc. 7370/11 SOC 205, 2011: 9). Beyond the impact that interference of professional and personal roles has on family life, human resources research and practice abound of studies that mathematically prove the costs that poor management of the two domains regarding work (disengagement, professional illness, absenteeism, personnel fluctuation), all translated to economic loose.

Nevertheless, worth to be mentioned and emphasized is the cultural perspective that needs to be considered. The Romanian framework contributes to a deeper understanding of the work-family roles renegotiations in the context of shifting from a full employment policy to an economy where unemployment is part of everyday life. Another aspect influencing work-family balance is represented by access to childcare facilities, whose number decreased after 1989. A deeper understanding of resources relocation and gender roles renegotiations subsequent to migration, with impact on work-family balance is also critical. The cultural context is of great importance when studying both family and work aspects, as values attached to those main life domains, role prescriptions, gender-role ideology, expectations, positioning on the individualism-collectivism axis are profoundly social polished by soft, cultural background, together with other hard, economic aspects.

Trying to capture such a complex picture requires adequate strategies and a strong methodology, triangulating perspectives and methods, through both quantitative and qualitative approaches. A macro level analysis, considering policies, major trends and administrative data should be doubled by a micro level perspective, with focus on individuals in couples, their subjective understanding and personal significations in order to foster a better understanding of the work-family relation.

3. Conceptual Framework
Analyzing the existing scientific literature, we can see that there are not so many studies regarding work-family balance focusing on an integrative perspective. Moreover, individuals are the ones analyzed, even if neither their family aspects nor their professional arrangements are some isolated, clearly delimitated constructs, on contrary, couples may represent a necessary level of analysis (Voicu and Constantin, 2016). We argue that work and family influence each other both at objective and

subjective level, that this influences also affect the couple partner and the work-life balance of the dyad, and that such connections are better described as in a circular and continuous relation, influencing and building each-other (Abeysekeraa and Gahanb, 2017). This described interactions are better represented in the following model – figure 1.

Figure 1. Model of work-family balance – couple level
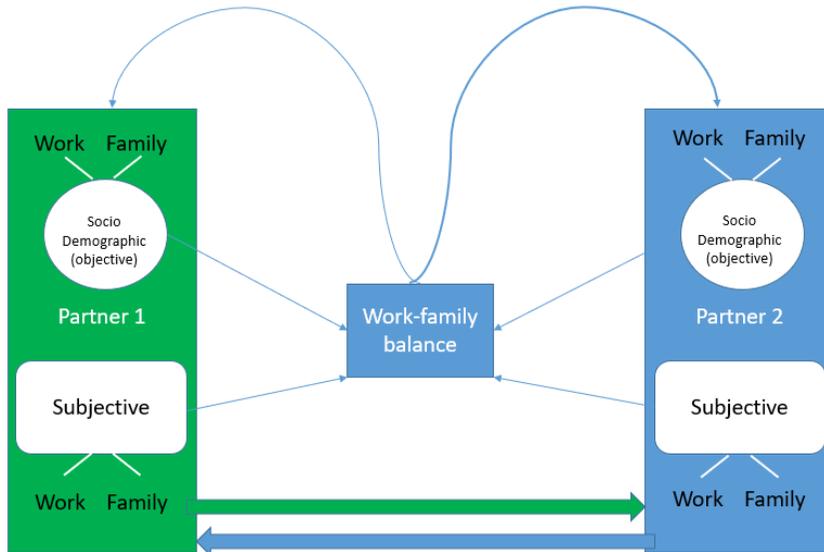
The presented model tries to conceptualize in a visual manner the interactions at the couple level regarding the work-family relationship. Colored in green and blue are the area corresponding to the two partners who come in this equation with both objective and subjective elements, at personal and professional level. Some examples of such issues are their type of job, professional demands, the time spent with different type of activities, the existence of children or other dependents like elderly or ill relatives, the social suport of the extended family, other close persons or the social support received from the organization, colleagues etc., the division of the domestic duties and care responsibilities between the two partners and the list can continue. Moreover, soft aspects, like gender-role ideology, personal values and beliefs, expectancies or subjective experience also come in this interaction from both partners and impact the couple as a whole and the partners as individuals. The arrows present in the model try to explain the bidirectional interactions between the two partners, their input regarding the work-family balance and the impact of the work-family functioning on individual level, as a reverse effect. This model tries to express a dynamic perspective, sustained by an interactionist approach, considering work-family relation not a fix one, unchangeable, but varying and shaped by day-by-day interactions.

We have noticed the growing body of research, since the 1950`s, concentrated on the antecedents and outcomes of efficient or poor management of the two roles

(Grzywacz and Bass, 2003; Haar, 2019) but what most of the studies miss, is that usually important decisions are made in pairs, and the behavior of the two partners is strongly influenced by her/his personal preferences and expectations towards the spouse`s preferences. Therefore, we argue that this approach can contribute to building valid models and grounded theories in the field.

Moreover, this conceptualization may bring also methodological and empirical benefits. We consider that the above-presented model may contribute to identifying and analyzing strategies that foster work-family balance, seen as a dynamic construct. Given the fact that the relation between personal and professional roles is conditioned by objective and subjective determinants, research based on this model could be distributed at two levels: the first one, consisting of quantitative data could be completed by the second layer of an emergent, qualitative approaches. The above-described integrative, dynamic, interactionist model of work-family balance may represent a valid framework for both macro and micro level approaches.

4. Discussions and future directions

Building an actual, comprehensive framework of a complex and fluid social issue that engages private actors and has strong social echoes, as work-family relationship is, represents a major challenge for social sciences. Future research should try to explore the way personal and professional roles merge for members of dual-earner couples, focusing on outcomes (conflict, facilitation, enrichment) of the interaction between the two sets of roles, contextual moderators (gender-role ideology, expectations, preferences, social support) of this interaction and socio-demographic characteristics (number of children, number of working hours, sharing of domestic work and childcare responsibilities). The Romanian context brings a specific framework for the study of the work-family relationship. Thus, further analysis may consider finding out how is work-family balance renegotiated in Romania in the context of societal changes brought by post-communist transition, focusing on the impact of unemployment, public provision of care services and external migration. Future research can study specific issues as are the ways work-family balance changed over time in the past decades under the impact of aforementioned factors, the impact of changes on partners' position on labor market regarding work-family roles and the renegotiation of gender roles, from a longitudinal perspective.

We consider that understanding the mechanisms used by couples to balance personal and professional roles and which mechanisms are employed when changes in couple status and living conditions occur is another possible direction for future research. A qualitative approach, consisting of in-depth interviews with the two partners or extended family members, to see how adjustments concerning family and professional roles have changed between generations and within generation (couple level) may represent a valid and meaningful research strategy.

Social transformations impact all life domains and work and family are no exception. The actual context, defined by alert changes, blurrier boundaries between work and non-work, reducing differences between the two genders, and activities traditionally assigned to men or women, obviously represents a framework for valuable research of work-family interactions. Therefore, the present paper emphasizes the importance of addressing such issues through the analysis of dyads, shifting from the traditional individual approach to a "couple approach" strategy.

Through the analysis of hard (socio-demographic) and soft (subjective) determinants, moderators and outputs of work-family balance we consider that future research may offer pertinent answers to governments, companies, NGOs and individuals' preoccupations. Considering that work-family balance influences work force, family life, individuals, children upbringing, natality rates, health etc., we argue that a couple and family-level analysis is valuable, together with the study of such changes over time. Furthermore, such comprehensive analysis of the work-family relationship may represent a solid fundament for policy recommendations in order to ensure a better balancing of work and family roles in the context of restructuring economy and adopting the European regulations.

5. Conclusions

The elements of novelty and innovation proposed through this paper consist in understanding the mechanisms used by couples to adapt to the challenges they face in balancing work and family demands, in the context of societal changes occurred in the past decades. A mixed-mode methodology may enable researchers to obtain an overtime perspective, combined with a more profound, subjective understanding of work-family relation. Another worth-mentioning innovative element is introducing dyads - couples in analysis, compared to the consecrated approach of investigating individuals, sometimes the members of the couple, without considering the interactions between partners. Nevertheless, work-family balance is seen as a dynamic construct, containing both conflict and facilitation, shaped through day-by-day experiences. This perspective has the prerequisite for introducing a valid and comprehensive understanding of work-family relation.

Furthermore, changes in public policies with impact on work-family balance need the input of social research regarding these issues. Such changes should be considered in the actual context of blurry boundaries between work and non-work and between prescriptions attributed to the two genders, combined with governments', companies' and individuals' preoccupation towards a better work-family balance. One must acknowledge that Romania is under-represented in work-family research. We argue that country-specific information is needed in order to understand how European regulations regarding work-family balance can be adapted to the local context.

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THEORETICAL COORDINATES ON EXTERNAL MIGRATION AND LABOR MOBILITY

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Abstract: *The topic of this article is migration as a social phenomenon, analyzed both globally and in Romania. International migration is today a phenomenon that takes many forms, produces effects and shapes national societies. This phenomenon leads to migratory behavior and globalization, causing essential changes in the traditional way of life. In the contemporary world, international migration is a common reality of everyday life, the variety of forms and causal factors requiring a dynamic analytical approach, according to the particularities of each category of migrants. In this article we will outline the main theoretical coordinates related to external migration, with emphasis on the specifics of the sociological perspective of approaching this phenomenon.*

Keywords: *external migration; migratory flow; the Romanian diaspora; migration factors; sociological theories of migration.*

1. Introduction

The phenomenon of migration has been studied by various researchers from different perspectives (demography, geography, economics, sociology), developing schemes and theories that try to identify its dimensions. Regardless of the period, migrations from one area to another were made with various purposes, intensities and motivations. The phenomenon of migration raises many problems, as well as the perspectives of their replication are multiple. Migration or territorial mobility of the population is not only reduced to movements from one territory to another, but is a much broader process, which brings into the equation several components and, regardless of the mechanisms that make them functional or that influence their manifestation, generate a multitude of effects.

The changes made are observed at the level of economic, social, political, cultural, religious life. They become known both at the place of origin, from where the potential migrants are to move, and at the place of destination. On the one hand, a "gap" remains, the lack of those left being felt especially by family members and the local community, and on the other hand, in the integration of newcomers in the destination communities, problems may arise at the cultural, housing level. and occupational.

The definition of migration from the perspective of sociology highlights the fact that it is based on economic, social, cultural arguments. Whatever the destination, the migration of Romanians is a topical issue, having the ability to influence the social life in Romania today. In the last quarter of a century, most Romanians have chosen to live in Italy, where there are over one million Romanians and in Spain, where over 700,000 live, according to the National Institute of Statistics. Other countries with a large number of Romanian immigrants are Germany and the United Kingdom.

The phenomenon of mass emigration of Romanians after 1990 caught the attention of several sociologists in our country and one of the semi-effective works is the one elaborated by Adrian Otovescu as a doctoral thesis under the coordination of prof. Univ. Dr. Ilie Bădescu from the Faculty of Sociology and Social Work in Bucharest, this being published in 2008 and republished in 2016 under the title "Românii din Italia", respectively "Românii din Italia. Monografia unei comunităţi de imigranţi" (Otovescu, 2017).

At the Doctoral School of Sociology of the University of Craiova, an attempt was made to continue the research initiated in Bucharest for the monographic research of the main Romanian communities in Europe and America under the guidance of prof. Dr. Univ. Dumitru Otovescu. The main papers published so far are:

➢ Adrian Otovescu, Românii din Italia. Monografia unei comunităţi de imigranţi (2008: 2016);
➢ Cristina Ilie, Comunitatea românilor din Spania. Dimensiunile discriminării şi tipurile de aculturaţie (2014);
➢ Alexandra Porumbescu, Migraţia românilor în Germania (2015);
➢ Wedad Quffa, Imigraţia românilor în Anglia (2015);
➢ Cristina Pescaru, Comunitatea românilor din Belgia (2016);
➢ Adrian Otovescu, Conservarea identităţii culturale în mediile de imigranţi români din Europa (2013; 2017);
➢ Alexandra Deaconu, Românii din Olanda. Monografia unei comunităţi de imigranţi (2019).
➢ Dan Voinea, Imigranţii români din Statele Unite ale Americii (2015);
➢ Elena Basarab, Românii din Canada (2017).
➢ Alexandra Deaconu, Comunitatea românilor din Olanda (2019)
➢ Călin Roşu, Românii din Austria (2020)

2. International migration in the current context

Migration has become, nowadays, a current phenomenon, closely linked to the social process of globalization. This reality is worth noting, because in the past this phenomenon was considered an exception, an anomaly, in relation to the sedentary condition of human communities. Migration, change of citizenship, repatriation, foreignness are perceived today, following a radical change of attitude, as belonging to the normal, everyday, sometimes causing problems, other times generating new values in a community. The 21st century has also been called the "age of migration" (Castles and Mark, 2009), mainly because there are more migrants in the world today than ever before. The number of international migrants worldwide has grown rapidly over the last fifteen years, reaching 244 million in 2019, from 232 million international migrants in 2013, 222 million in 2010, 191 million in 2005 and 173 million in 2000 (United Nations Unite, 2020: 1). However, the world's population reached a record level of 7.1 billion people in 2018, so this could be an explanation for the fact that the number of migrants in the world has increased. International migration is a global phenomenon in continuous expansion. Migration is both a cause and an effect of the wider development process, but also an intrinsic feature of permanent globalization. Not being a substitute for development, migration can be a positive development force when supported by fair and comprehensive legislation. Increasing global mobility, the increasing complexity of migration patterns and their impact on countries, migrants,

families and communities have all contributed to international migration, becoming a priority for the international community. The global migration system has changed in recent decades in terms of origins, destinations, and the volume and types of migrants. Countries that were once the origins of migration have become destinations for migrants and vice versa. The change of direction of emigration from Europe to America and Australia, mainly during the twentieth century, is probably the most striking recent historical example. At the beginning of the twentieth century, one million migrants a year left Europe, mainly to settle in North America (Timothy and Williamson, 2005). In 2019, the European Union absorbed 1.2 million migrants who settled in the EU, more than the number of permanent migrants in the United States (over one million), which represents a significant change in the global migration system from the last hundred years. After 1989, major changes took place in Romania in all areas of economic, social, political and moral life, these changes had an important impact on family life.

The economic crisis, rising unemployment, declining incomes and rising poverty on the one hand, the absence of viable social protection measures, on the other hand, have triggered at the social level, the belief that it is impossible to ensure acceptable living conditions in Romania. Poverty, lack of employment opportunities or family problems caused massive departures of Romanians abroad, after the fall of the communist regime, in the hope of having a better life. In this historical process of migration, during the twentieth and twenty-first centuries, the population of Romania was trained, so that, according to some statistics, almost 13 million Romanians live outside the national borders, which represents more half of the current population of our society (Otovescu A., 2010: 635).

After the twenty-five years that have elapsed since the fall of communism, Romanian migration has become a mass phenomenon, with significant implications at the social, economic, demographic, geographical level. The Romanian migration process is not a linear one without changes regarding the purpose of the migration, the destination, the categories of emigrants, the duration, the number of emigrants, etc. If in the first years, 1990-1993, the Romanians of German and Hungarian ethnicity are the ones who enroll in a migration process, in the following years the number of Romanians and Roma who leave their country of residence with the intention of settling in another country increases considerably, the main reason being looking for a job. Among the main reasons for low-skilled and highly qualified emigrants are: work, professional fulfillment, political reasons, family reunification, completion of studies. In recent years, the number of people studying in international universities has increased considerably, mainly under the influence of interuniversity exchanges. In addition to the numerical increase, other changes are registered among the characteristics of the current Romanian migration. The predominantly male migration from the first stage of migration is gradually balanced, reaching relatively equal proportions of the two gender categories. At the same time, the orientation of each gender category is maintained towards certain fields of activity, of men towards constructions, agriculture and industry, and of women towards personal care, housekeeping, agriculture, hotel system. From the temporary migration of low-skilled people, for short periods of time, characteristic of the first stages (1994-2006), there is an increase in the migration of highly qualified people and the extension of the length of stay, to long-term or permanent migration, starting with 2007. Regarding the "brain

drain" or brain drain, certain areas absorb a high percentage of Romanians, such as the medical, IT and research sectors (Sandu, 2007: 23-24).

The analysis of the intensity of the Romanian emigration phenomenon showed that over a third of the country's households (approximately two and a half million) had at least one family member who went abroad after 1989. The share of people aged 18-59 who worked in other countries after 1989 is about 12%. Temporary departures for work abroad had a frequency of about 28 per 1000 inhabitants aged between 15 and 64 years. The intensity of the phenomenon intensified especially after 2002, with the liberalization of traffic in the Schengen area for Romanians. In 2007, the phenomenon of temporary work abroad was about three times more intense than in 2002 (Sandu, 2007: 23-24). In the period 1989-2019, Romania's stable population decreased by over 3.1 million inhabitants. Thus, more than 77% of the negative increase of the resident population during this period was determined by the migration process. Romanian migration includes different European and non-European directions. In Europe, Romanians initially turned to countries such as Turkey, Israel, Hungary and Germany, then to Italy and Spain. The non-European states to which Romanian migrants have constantly turned are the United States of America and Canada. Regarding the choice of migration direction, it is influenced by legislation, access to the labor market but also by the level of training of the migrant. It was found, for example, that in Italy and Spain the percentage of low-skilled Romanian migrants predominates, while countries such as Switzerland, Great Britain, Germany, Belgium and France register high proportions of highly qualified Romanians.

3. Sociological theories on migration

Population migration is a complex phenomenon, and its theoretical understanding was not possible through a single theoretical explanation. A. Otovescu (2017) inventories the following theoretical models: The theory of E.G. Ravenstein, Samuel A. Stouffer's theory, Everstt S. Lee's theory, neoclassical economics theory, new migration economics, segmented labor market, world systems theory, migration network theory, systemic theory, cumulative causality, social capital theory, addiction theory, institutional theory, transnationalism. They have been exhibited in various scientific papers at different periods of time. Among the researchers who dealt with the theoretical foundations of external migration are a number of Romanian researchers who analyzed the phenomenon of migration. Sociological theories represent a set of theses that describe and explain a real phenomenon, based on which a certain consequence is deduced (Otovescu A., 2017: 99). All theoretical models try to explain migration, its causes and effects. However, the understanding of the phenomenon cannot be achieved only with the help of a single theory but through a multiple theoretical approach. As for the main factors that influence and determine migration, they are of a social nature, so not individual, they act systematically and manifest themselves both at the origin and at the destination of the flow. When the factors of origin act simultaneously with those of the destination, there is a specific effect of migration called interaction factor. For example, a migration flow can develop between a rural locality and an urban locality when productivity in agriculture increases but the number of jobs in the rural locality decreases and in the urban locality the number of jobs increases (Gorun et al, 2013 : 136).

It seems that the presence of these factors of origin and destination plays a key role in determining migration flows. Thus, there are several types of migration depending on the causal structure of the process:

> "*migration in flow*: social causes at origin and destination; interaction effect between the causes of origin and those of destination;
> *socially determined migration at origin / destination:* social causes of the process at origin or destination; the absence of interaction effects between the causes of origin and those of destination;
> *dispersed migration*: there are no social causes, but only individual motivation of the migration, from the perspective of both the origin and the destination of the trip. " (Sandu, 1984: 47)

Historically at least, the first theory of migration was formulated in 1885. Ravestein's theory, seen as a paradigmatic model of migration knowledge, was validated as a theoretical approach that crosses the border of strictly demographic knowledge of the migration phenomenon, opening the sphere of social, multidisciplinary approach. The essence of the theory lies in the 7 laws of migration, some with postulate value, completed with an eighth, formulated 3 years later (Drăguţ, 1978: 134):

1. Short-distance migration is more common than long-distance migration; waves of migration move towards large commercial and industrial cities, which "absorb" immigrants;
2. The process of 'absorption' is gradual, with effects progressively felt at a distance from the large centers;
3. The process of "dispersion", as opposed to the process of absorption, means the abandonment or abandonment by migrants of a certain area;
4. Any migratory current corresponds to a migratory countercurrent;
5. Migrants who travel greater distances, go directly to large shopping and industrial centers
6. Urban dwellers are less willing to migrate than the rural population
7. Men migrate less than women
8. All people feel the need to improve their material living conditions.

The five typologies of migrants - defined according to the distance and duration of migration - local, short-distance, long-distance, stage and temporary, represent the contribution of the same Ravenstein to the knowledge of migration. The criteria that operated in defining the above-mentioned typologies proved to be perennial, being capitalized by contemporary sociology. Subsequent complex historical and social changes led to challenges to Ravenstein's laws. Subsequently, Lee's theory, published in 1966, focused on the influences of 4 categories of determinants of migration - factors associated with the area of origin and destination, respectively, obstacles between the two areas and factors of a personal nature. As A. Drăguţ (1978) appreciated, the theory identifies notable differences between these factors, in terms of how to intervene. For example, the information about the destination area is incomplete or inaccurate, generating a degree of both mystery and uncertainty. Another example of the difference is the one associated with "life cycle stages" which makes young migrants, with low baggage of responsibilities, including family responsibilities, overestimate the migration target, exaggerating the benefits at the expense of inherent negative factors associated with the destination. From the perspective of the impact of the emigration decision, Lee appreciates that the impulse to leave is the result of the oversizing of the negative action of the factors associated with the area of origin, compared to the natural, inertial tendency of the emigrant. In addition, the much more subtle and

difficult-to-quantify influences of personal factors are analyzed, the sometimes decisive influence of emotional behavior, which makes it easier or harder to cross the threshold of the emigration decision.

The types of barriers and obstacles that are developed and overcome during the migration act are also taken into account. This theoretical approach makes indisputable contributions to the knowledge of migration, by capturing some essential aspects such as:

- *the volume of migration* - with determining variables such as zonal and demographic diversity, emigration or immigration difficulties, the impact of economic fluctuations, economic and social dynamics as a factor promoting mobility and migration with a pro-migration effect;
- *- flow and counterflow* - analyzed from the perspective of "flow efficiency" - with the identification of both pro-flow variables (dominance of negative factors in the area of origin, easy obstacles to overcome, economic expansion of the destination) and those of flow decrease (absence significant gaps between origin and destination, economic recession of the migration destination);
- *characteristics of migrants* - defined in the light of seven hypotheses: the selectivity of migration depending on the influence of positive or negative factors associated with areas of origin and destination which is transposed into either positive or negative selection, the degree of positive selection is proportional to of the difficulty of the obstacles to be overcome, the selection imprints migrants, both influenced by the positive factors of the destination and negative of the area of origin, in the characteristics of migrants coexist both the imprints of origin and destination.

Appreciated under the phrase "general scheme", Lee's theory aligned with the gravitational models of migration, is "an important landmark in the multitude of theoretical research on migration and its social context" (Drăguț, 1978).

4. Conclusions

Most explanatory theories of migration have given the greatest importance to the role of economic factors in triggering and conducting the process. Although classical theories such as gravitation or the "push-pull" model are often opposed, being considered to be rather "descriptive or classifying schemes" (Sandu, 1984, 12-13), they are enriched and adapted to concrete situations. current is to analyze migration either through the prism of theories that explain the emergence of the phenomenon (eg the theory of neoclassical economics, dual labor market theory, the new economy of migration, the theory of world systems), or through the prism of those who follow its development (eg. network theory, institutional theory). These theories are not excluded, they are not annulled, but rather they complement each other, offering multiple explanations on the phenomenon and this especially because the respective approaches refer to different reference levels: macro (societal), meso (community) and micro (individual / family).

Currently, labor migration has taken on new dimensions and the negative effects have appeared especially on the structure of families, intra-family relationships, psychological development of children. According to data provided by the National Agency for the Protection of Children's Rights, an institution that has the role of

monitoring this phenomenon, at the beginning of 2016, in Romania there were over 82,464 children without one or both parents, who went abroad to work. Of these, 26,406 came from families where both parents worked abroad, 47,154 came from families where one parent had gone to work abroad and 8,904 from families where the only supporter had gone to work abroad. Another 2,500 children were included in the social protection system. Romanian migration, in the form in which it is known today, is a relatively recent one, but it has significant influences on the current Romanian society, as a whole.

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THE KNOWLEDGE OF ANGANWADI SERVICES IN THE COMMUNITY AND THE PROBLEMS OF ANGANWADI WORKERS

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Abstract: *Community knowledge on public services and problems of people who worked at the grassroots level to implement that program needs to get much attention from the concerned Governments. Integrated Child Development Service (ICDS) scheme is the world's largest community-based program targeted at children up to 6 years, pregnant women, lactating mothers, and adolescent girls in India. Therefore, the current study aims to study the knowledge of Anganwadi services in the community and the problems of Anganwadi workers. The study adopted a mixed-method approach by taking sequential explanatory research in both quantitative and qualitative phases. The participants are selected using survey method in quantitative phase and a self-prepared questionnaire is used to collect the data. An interview method is used in the qualitative phase. The study result shows that more than three-quarters of the respondents believe that children are the key beneficiaries of services provided by Anganwadi. The majority (89.6%) of the participants knows that children below six years of age and pregnant women (58.5%) are the beneficiaries of supplementary nutrition. However, the majority of the people do not know about the referral services and nutrition and health education services from Anganwadi. The major problem faced by Anganwadi workers includes an inadequate honorarium, large target area, excessive record maintenance and infrastructure-related problems.*

Keywords: *Anganwadi workers; Integrated Child Development Service (ICDS); Knowledge; Problems; Community*

1. Introduction

The Integrated Child Development Service (ICDS) is a large national program that meets the needs of children below six years of age. It offers comprehensive service packages to children that include dietary supplements, medical care and pre-school education. As children's health and nutritional needs cannot be seen separately from mothers' needs, the program will also be extended to pregnant women, breastfeeding women and also adolescent girls. Early childhood is crucial for the development of all human skills. ICDS has set the goal of offering a wide range of services in the critical phase to ensure children's survival and development. The program focuses on the physical, psychosocial, cognitive, linguistic and creative aspects of children's development (WCD, 2019). An integrated approach enables children to reach their full potential. It also calls for the care and education of young girls, women and children through an improved, child-centred approach that requires cross-sectoral connection and integration of services. The ICDS initiative was created to understand the link between children's health, nutrition, intellectual, emotional and social development. It is a multidimensional, community-based and integrated strategy, and its success

depends on active community participation. It calls for community participation in its process of implementation by utilising local resources.

Anganwadi is a village courtyard. It is the main platform for ICDS program. These Anganwadis have been set up in every village in the country. Anganwadi workers (AWW) act as an integral link between the community and the ICDS. They play an active role in bringing the services to the doorstep of the beneficiaries (National Institute of Health and Family Welfare, 2006). They receive a honorarium of rupee (INR) 12000 per month for their service. Their retirement age is 62 years (The times of India, 2020). Being a woman from the community, Anganwadi workers can deliver the services since they are familiar with the community. The Anganwadi worker is also trained to detect disabilities in children so that early intervention can be done. She enlists all such cases in a special register and refers them to the medical officer of the Primary Health Centre/ Sub-centre. Therefore, Anganwadi worker has a key role in the identification if disability in early stages of life and children should be benefited from such a service.

Anganwadi provides a package of six services. It includes Supplementary nutrition, Immunization, Health check up, Referral services, Non formal preschool education and Nutrition and health education. The concept of providing a package of services is based primarily on the consideration that the overall impact will be much larger if the different services develop in an integrated manner as the efficacy of a particular service depends upon the support it receives from related services. Three of the six services namely Immunization, Health Check-up and Referral Services delivered through Public Health Infrastructure under the Ministry of Health & Family Welfare.

Supplementary nutrition program: It is primarily designed to bridge the gap between the Recommended Dietary Allowance (FDA) and the Average Daily Intake (ADI). Supplementary Nutrition is given to the children (6 months – 6 years),adolescent girls, pregnant and lactating mothers under the ICDS Scheme.This includes supplementary feeding and growth monitoring; and prophylaxis against vitamin A deficiency and control of nutritional anemia. All families in the community are surveyed, to identify children below the age of six and pregnant & nursing mothers. They avail of supplementary feeding support for 300 days in a year.

Immunization: Anganwadi workers help organise fixed day immunization sessions. Primary Health Care (PHC) and its infrastructure carry out the immunization of infants and expectant mothers as per the national schedule. AWW assists in the exercise; maintains records and follows up the recorded cases to ensure complete coverage. Her services are also being utilised for special drives and campaigns like pulse polio and family planning drives. Such activities, it has been seen, adversely affect her other duties and dilute her commitment to the ICDS program. This includes health care of children less than six years of age, antenatal care of expectant mothers and postnatal care of nursing mothers. The various health services provided for children by Anganwadi workers and Primary Health Centre (PHC) staff includes regular health check-ups, recording of weight, immunization, management of malnutrition, treatment of diarrhoea, de-worming and distribution of simple medicines etc.

Health check up and referral services: The health check up activity includes care of all children below 6 years, ante-natal care of pregnant women and postnatal care of lactating mothers. AWW and PHC staff work together and carry out regular check-ups, body weight recording, immunization, management of malnutrition,

treatment of diarrhoea, deworming and other minor ailments. At AWC, children, adolescent girls, pregnant women and lactating mothers are examined at regular intervals by the lady health visitor (LHV) and auxiliary nurse-midwife (ANW). Malnourished and sick children who cannot be managed by the ANW/AWW are provided referral services through ICDS. All such cases are listed by the AWW and referred to the medical officer (WCD, 2019).

Pre-school education: It focuses on total development of the child, in the age up to six years, mainly from the underprivileged groups. Its programme for the three- to six years old children in the Anganwadi is directed towards providing and ensuring a natural, joyful and stimulating environment, with emphasis on necessary inputs for optimal growth and development (WCD, 2019).

Nutrition and health education: It has the long term goal of capacity-building of women – especially in the age group of 15-45 years – so that they can look after their own health, nutrition and development needs as well as that of their children and families.

Pradhan Manthri Mathru Vandana Yojana (PMMVY): PMMVY, a maternity benefit programme, has been run by the department since 01/01/2017. The scheme is implemented in Kerala through Anganwadi. A cash incentive of Rs.5000/- will be transferred directly to pregnant and lactating women's Aadhar seeded bank account. All pregnant women and lactating mothers, excluding those who are in regular employment with the central government, state government or PSUs or those who are in receipt of similar benefits under any law for the time being in force (WCD, 2019).

Over the years, the implementation of the ICDS framework has faced challenges in terms of resources, management and delivery of quality services (WCD, 2019). It has been observed that planning can be further strengthened through appropriate and rapid use of resources. Thus, the current study aims to understand the knowledge of people on Anganwadi services in the community and the problems faced by Anganwadi workers while delivering the services.

2. Theoretical - conceptual framework

Community Participation is an active engagement process by creation of awareness among the members of the community (Beneficiaries, Functionaries, and other Community Stakeholders) about the purpose of the participation in the project and their role in advancing the goals, thereby creating an attitudinal and behavioural change; thus enabling them to respond to the welfare needs of the child in an AWC setting. Participation of the community in development projects has been established mainly in the context of Child welfare. Therefore, the need for looking into theories that deal with this is necessary. Sherry Arnstein was responsible for bringing some clarity in a formal way regarding participation. She propounded a theory by using a ladder of citizen participation consisting of eight rungs and further classified under non-participation, tokenism and citizen power. Participation models and theories from different perspectives have been propounded in various contexts bringing more clarity.

A ladder of participation: As a development of the ladder concept, Wilcox (1999) propounded the ladder of participation, set in the UK regeneration context, wherein the philosophical progression is by and around participation. He proposes five

interconnected levels of community participation, namely (1) Information (2) Consultation (3) Deciding together (4) Acting together (5) Supporting individual and Community Initiatives.

Rifkin's model of participation: Rifkin's model of participation was suggested to evaluate the process which influences participation in a community-wide intervention program. The indicators she used for measuring the process were, needs assessment, organisation management, leadership, and resource mobilization (Refkin et al., 1988). Being a community participation model involving health education, suitable for the ICDS program and having relevant indicators restricted to some community groups partially fits the present study.

3. Method

The current sequential explanatory study adopts a descriptive research design in qualitative and quantitative phases. The study is conducted in Vayalar Grama Panchayt, Alappuzha, Kerala. The researcher used a survey method for collecting the quantitative data using a self-prepared questionnaire validated by experts, and 406 participants (response rate 53%) responded in the survey. An interview method is used for collecting the qualitative data using a semi-structured interview schedule with open-ended questions, and 8 Anganwadi workers were randomly selected for the qualitative phase. Quantitative data were analysed using descriptive statistics, and qualitative data were analysed using thematic analysis (Barun and Clark, 2006). Besides, the authors got ethical clearance from the ethics committee where the authors affiliated.

4. Result
4.1 Quantitative Phase

The result of the current study shows that most participants are from the age group 18 – 30 years (70.1%). Only 14.1% of participants in the age group 31- 38 years, 8.5% of participants were in the age group 39-43 years, and 7.3% of participants are in the age group 44-55 years. The majority of the participants are graduates (43.3%). Although 36.8% of the participants were educated up to higher secondary, 11.3% were educated until matriculation, and only 8.5 % were post-graduates. Most of the participants are lived in the study location for 16 – 30 years (70.7%), and 12.3% lived for 6 – 15 years and 30 years or more. Only 4.7% of the people have lived here for one month – 5 years. The majority of the participants live with the elderly (47.2%) while 18.9% live with children below six years, 25.5% live with girls aged 10 -19 years, 4.8% live with pregnant women, and 10.4% are lactating mothers. Even so, 32.1% of the participants are not living with pregnant women and children below six years. Almost half of the participants have blue colour ration cards (49.1%). However, 36.8% of the people have a pink colour ration card, 11.3% have a white colour ration card, and only 2.8% have a yellow colour ration card.

Table 1. Characteristics of the participants

Sl No	Characteristics	Percent

1	Age	18 -30	70.1%
		31 - 38	14.1%
		39 - 43	8.5%
		44 - 55	7.3%
2	Educational Qualification	SSLC	11.3%
		Plus two	36.8%
		Graduate	43.4%
		Post graduate	8.5%
3	Ration card	Blue	49.1%
		Pink	36.8%
		White	11.3%
		Yellow	2.8%
4	Years of residence	1 month - 5 years	4.7%
		6 years - 15 years	12.3%
		16 years - 30 years	70.7%
		30 years and above	12.3%
5	Type of people	Children below 6 years of age	18.9%
			25.5% 4.8%
		Girls aged 10 - 19years	10.4%
		Pregnant women	47.2%
		Lactating mothers	32.1%
		People above 60 years of age	

More than three-quarters of the participants know that children below six years are beneficiaries of Anganwadi (86.8%). 64.2% of participants know that pregnant women, 53.8% of the participants are aware that girls aged 10 - 19 years, 50% of the participants are aware that lactating mothers are also the beneficiaries of Anganwadi. However, 7.5% of the participants do not know the beneficiaries of Anganwadi. The majority of the participants are living near Anganwadi near their homes (86.8%). Only 13.2% of the participants are not living near Anganwadi. Interestingly, only 72.6% of participants responded that they know the working time of Anganwadi; 18.9% of the participants opted that the working time of Anganwadi is from 10:00 am - 2:30 pm, and 8.5% of the participants chose the working time of Anganwadi from 9:00 am - 2:00 pm. Almost half of the participants or their family members benefited from Anganwadi (49.1%), while 29.1% are the current beneficiaries of the Anganwadi. Unfortunately, 21.80% of the participants or their family members are not benefited from Anganwadi till now.

The study shows that except for 2.8% of the participants, all others (97.2%) know supplementary nutrition services provided through Anganwadi. Among them, participants know that children below six years of age (89.6%), pregnant women (58.5%), girls aged years 10 -19 (51.9%), lactating mothers (34%) are the beneficiaries of supplementary nutrition. However, 0.9% of the participants opted that men aged 20 -45 and differently-abled individuals are the beneficiaries of supplementary nutrition, while 0.9% of the participants are not aware of the beneficiaries of supplementary nutrition. Interestingly, 44.3% of participants or their family members were benefited from supplementary nutrition services, and 31.1% of the participants or their family

members are currently benefiting from supplementary nutrition services, but 24.6% of the participants or their family members are not yet benefited from supplementary nutrition service.

More than half of the participants (61.3%) are heard about the immunisation service but, 38.7% of participants were not heard about the immunisation service providing through Anganwadi. Most of the participants were aware that girls aged 1 - 19 years are the beneficiaries of immunisation service; 42.5% of the participants were aware that children below six years of age, and 40.6% of the participants were aware that pregnant women and 17.9% of the participants aware that lactating mothers are the beneficiaries of immunisation. However, 21.7% of the participants are not aware of the beneficiaries of immunisation services. Most of the participants know that adolescent girls get awareness related to immunisation (55.7%). Others opted that pregnant women (39.6%) and lactating mothers (23.6%). Very few participants opted for men aged 20-45 years (2.8%) are get awareness classes related to immunisation, which was not a correct option. Nevertheless, 20.8% of the participants do not know that who get awareness classes related to immunisation. The majority of the participants (50.9%) are not aware of the immunisation camps in Anganwadi, and 49.1% of the participants are aware of the immunisation camp organised in Anganwadi. Interestingly, 59.4% of the participants or their family members do not benefit from immunisation services, and 20.8% of the participants or their family members benefit from immunisation services. However, only 19.8% of the participants or their family members are currently benefitting from immunisation services.

The study result shows that the majority of the participants (72.6%) heard about the health check-up service, and 27.4% of the participants are not heard about the health check-up services. The majority of the participants (70.8%) were aware that children below six years of age, 60.4 % of the participants were aware that pregnant women, 29.2% of the participants were aware that lactating mothers, 40.6%of the participants were aware that girls aged 10 – 19 years are the beneficiaries of health check-up services. However, 6.6 % of the participants opted for adolescent boys, 2.8% of the participants opted that men aged 20-45 are the beneficiaries of health check-up services. Only 12.3% of the participants are not aware of the beneficiaries of health check-up services.

Figure 1. TT's of pregnant women
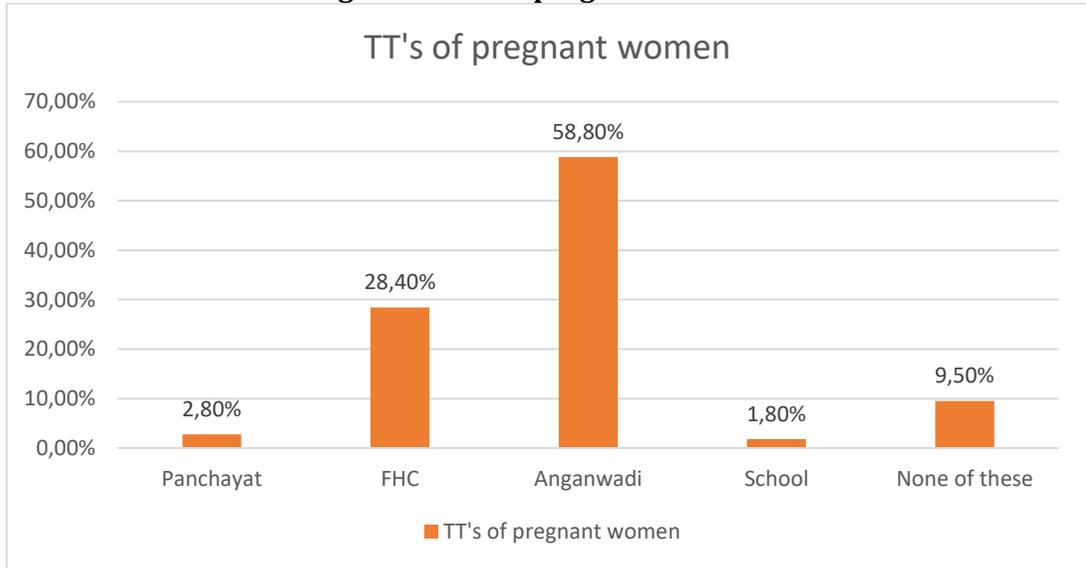
Most of the participants (57.5%) know that two TTs for pregnant women are provided through Anganwadi, and other participants opted that TT's are provided through; Panchayat (2.8%), family health centre (28.4%), and school (1.8%). However, 9.5% of the participants do not know two TT's for pregnant women prove through Anganwadi. The majority of the participants (61.3%) knowledge health check-up service is provided by the doctor/nurse at Anganwadi. Others believed that ASHA workers (23.6%), Anganwadi workers (9.4%) and (ASHA workers and Anganwadi workers (5.7%) are providing health check-up services. The majority of the participants (44.3%) are not yet benefited from health check-up service 35.9% of the participants are the beneficiaries of health check-ups, and only 19.8% are the beneficiaries of health check-ups.

The study result shows that the majority of the participants (86.8%) heard about the pre-school education service, and only 13.2% of the participants not heard about the pre-school education service. The majority of the participants (62.3%) know that 3-6 years old is the pre-school education period of children. However, 4,7% of the participants opted that 4 -5 years is the pre-school education period, 27.3% of participants opted that 3 - 5 years is the pre-school education period of children and 5.7 % of participants have no awareness regarding pre-school education period of children. The majority of the participants or their family members (60.4%) benefit from pre-school education services, 31.1% of the participants do not benefit from pre-school education services, but only 8.5% of participants or their family members are currently benefiting from pre-school education services.

Figure 2. Knowledge on beneficiaries' nutrition and health education
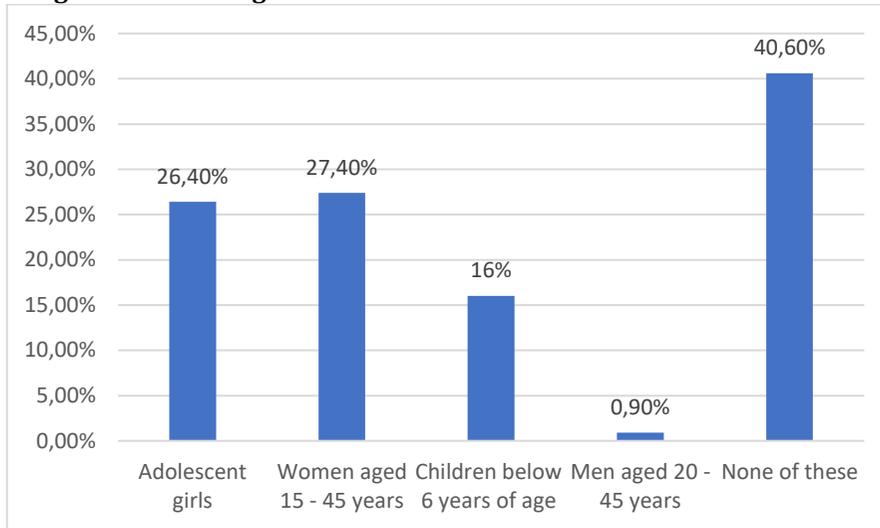
The majority of the participants (68.9%) are not heard about the nutrition and health education services from the Anganwadi. Only 31.1% of the participants are heard about nutrition and health education services, and among them, but 40.6% do not know who the beneficiaries of nutrition and health education service are. Only 27.4% of the participants are aware that women aged 15 -45 are the beneficiaries of nutrition and health. The study result is similar to the knowledge on nutrition and health education services; 70.8% of participants are not heard about the referral service, and only 29.2% of the participants are heard about the referral service. 84.9% are not benefited from referral service, 10.4% of the participants are benefited from referral service earlier, and only 4.7% are the beneficiaries of referral service from the Anganwadi.

Figure 2. Knowledge on beneficiaries of PMMVY
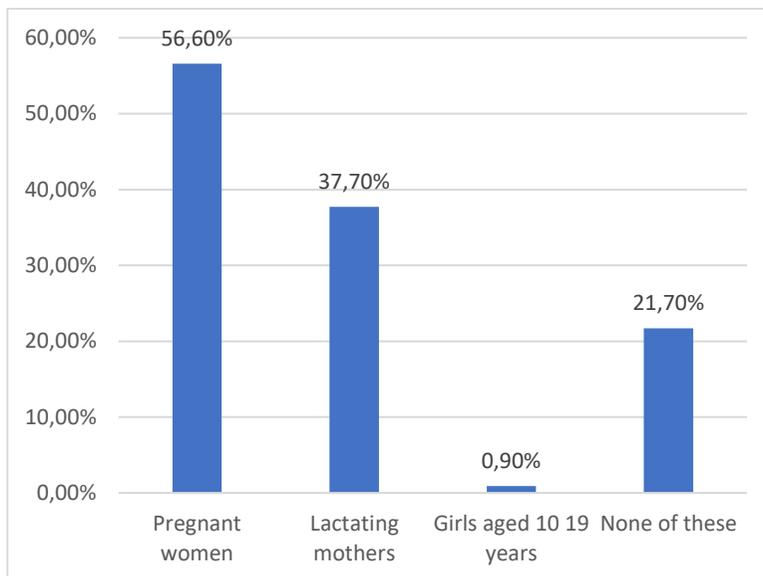
Most participants (60.4%) are aware of PMMVY. However, 39.6% of the participants are not aware of the PMMVY. More than half of the participants (54.7%) know that 5000 rupees are the benefit receiving from PMMVY, others opted that 1000 rupees (27.4%), 3000 rupees (14.1%) and 8000 rupees (3.8%) is the benefit receiving from PMMVY, which are false information. 56.6% of participants know that pregnant women are the beneficiaries of PMMVY, while other participants opted that lactating mothers(37.7%), adolescent girls (0.9%)are the beneficiaries. However, 21.7% of the participants are not aware of PMMVY. In general, 60.4% are utilising the Anganwadi services, and 39.6% of the participants are not utilising the services.

4.2 Qualitative Phase

Eight Anganwadi Workers were interviewed for understanding the problems of Anganwadi workers while delivering the services. Participants were from the age group 55-62 years. Most of the Anganwadi workers had more than forty years of work experience. Only one Anganwadi worker has only 35 years of work experience. Only one theme, the problems of Anganwadi workers, emerges from the thematic analysis. The sub-themes include inadequate honorarium, excessive record maintenance, work overload and infrastructure-related problems.

All the Anganwadi workers claimed that they face specific problems in their job. They perform many duties. However, the honorarium they received from the Government is very little compared to the efforts they need to fulfill their duties. The inadequate honorarium is the major problem faced by Anganwadi workers, as they reported. One participant claimed no change in the rewarding patterns in the last 40 years when she worked as an Anganwadi worker. All the Anganwadi workers reported the same regarding their honorarium. Work overload and excessive record maintenance are the other problems she faced while fulfilling her job.

"I started working as an Anganwadi teacher in the year 1981. At that time, 175 rupees was our honorarium. Even after 40 years, Anganwadi workers are still not paid enough for their contribution to society. Our service period is up to 62 years, and our pension amount was only recently raised as 2000 rupees... The workload of Anganwadi workers is very high. Excessive record maintenance is the other problem. An Anganwadi has several records, including details of families, births, deaths, pregnant women, lactating mothers and disabled people covered by our Anganwadi. Our Anganwadi building was old. Therefore, the building has some problems. Funds for Anganwadi repairing were received from the panchayath a few years ago. At the current period, 12000 rupees are being paid to an Anganwadi teacher, and sadly still it has to be considered less when we compare with the living expenses and the amount of effort we have to go through." (Case 1)

"It has been 41 years since I started working as an Anganwadi teacher, and only recently our honorarium is raised to 12000 rupees. However, still, we find it difficult to meet our daily expenses... Our duties include collecting data from the community, and it focuses on people like teenage kids, lactating mothers and their newborn children under six years etc. We need to make sure that they receive the services that are provided through Anganwadi... We are employees at lower level and we need to interact with the people directly, because of that, they will accept

us. As a result, people corporate with us when there is a need. Record keeping is too difficult for me." (Case 2)

Figure 3. Problems of Anganwadi workers

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┌─────────────────────┐                    ┌─────────────────────────┐
│                     │ ─────────────────→ │       Large area        │
│                     │                    └─────────────────────────┘
│                     │                    ┌─────────────────────────┐
│   Problems of       │ ─────────────────→ │  Inadequate honorarium  │
│ Anganwadi Workers   │                    └─────────────────────────┘
│                     │ ─────────────────→ ┌─────────────────────────┐
│                     │                    │    Excessive record     │
│                     │                    │      maintenance        │
│                     │                    └─────────────────────────┘
│                     │ ─────────────────→ ┌─────────────────────────┐
│                     │                    │     Work Overload       │
└─────────────────────┘                    └─────────────────────────┘
                                           ┌─────────────────────────┐
                                           │  Infrastructure and     │
                                           │  lack of resources      │
                                           └─────────────────────────┘
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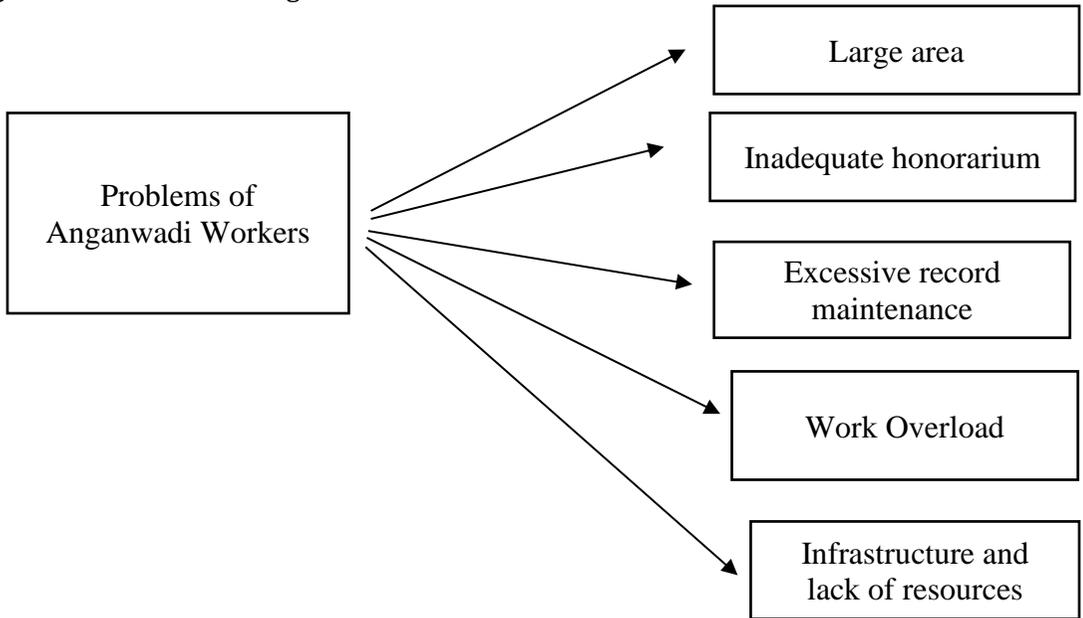
Although one participant worked as an Anganwadi teacher for last 41 years, she found it difficult to meet her daily expenses with limited honorarium. She continued that excessive record maintenance is a 'burden' for her. However, Anganwadi workers are working grassroots level, so they are able to build a good rapport with the community. She thinks the reason as the engagement with the community as a member of the community.

> *"The problem I have at work is an inadequate honorarium, and sometimes there are too many tasks that require immediate attention. For a single parent family like me, this salary is not enough. An Anganwadi worker must maintain a separate register for birth, death, pregnant women, lactating mothers, adolescent children and family details in that area. So, excessive record maintenance is another problem faced by Anganwadi workers. The working hours of an Anganwadi are till 3:30, but even after that, sometimes our work demands us to do house visits. When I entered the job, it was difficult even to cook and provide proper food to the children attending Anganwadi, but thankfully, as time passed, that problem has been taken care of."* (Case 3)

Another participant claimed that she is the breadwinner of her family. She claimed that as a single-parent, the *'salary'* (some participants used the work salary instead of honorarium) of Anganwadi workers is not enough for meeting the expense of a family. She started her career as an Anganwadi helper. She reported that during that peiod it was difficult for her to cook and helping the children to eat. Inadequate honorarium and excessive record maintenance are the major problems she faced in her

work, and sometimes, she faces difficulty visiting houses. Besides, emergency works demands more dedication, and she stated that it is tough to cover all the houses in the locality, in a given time. One participant pointed out that the vacant position of Anganwadi helper in the Anganwadi she worked as the problem she is facing now. Anganwadi helpers always help Anganwadi workers to fulfill their duties. Having no helpers for more than one year is the major reason for her heavy workload.

> *"I started working as an Anganwadi worker in 1983, and over the years, I have worked in four Anganwadis till now. One of the major problems I am facing now is that I do not have a helper in my Anganwadi for over a year. Because of that, I have to do all the work alone, which increased my workload. Our workload is too high. The inadequate honorarium is one of the main problems faced by Anganwadi workers.*" (Case 4)

> *"I have been working as an Anganwadi teacher for 40 years. The major problem we face is that we do not have a salary depending on our work. An Anganwadi worker has a good knowledge of an area. That is why the workload of Anganwadi workers is increasing. Birth and death rates in that area should be accurately recorded. An Anganwadi worker maintains many records. An Anganwadi maintains accurate records of everything that falls within the preview of an Anganwadi. Excessive record maintenance and inadequate honorarium are the problems faced in my job. We have good support from the community. All the beneficiaries are very cooperative with me. No matter what the issues are, they are ready to help."* (Case 5)

Another participant claimed that an Anganwadi worker has good knowledge of the area under that Anganwadi coverage. It is the reason for the over workload, since people approach them for solving all their issues. However, Anganwadi workers are happy with dealing such issues, but they are not happy with the honorarium they receive. Covering a large area for each survey is also difficult for Anganwadi workers. Poor condition of Anganwadi building is another challenge in front of them, while considering the safety while working. Other than this, the Anganwadi workers did not face any other problems related to their work. However, most of the Anganwadi workers love their job, since they like to teach and interact with children

> *"One of the problems that I had in the past was the location of Anganwadi and the building condition. Thankfully the Panchayat intervened and came up with a solution for that problem. Other problems include inadequate honorarium and excessive record maintenance. Anganwadi workers need to maintain every child's monthly growth chart and weigh each child under the age of three years. They need to organise non-formal education for children from the age group 3-6 years, carry out families' surveys to find out the beneficiaries, maintain all files and records of services provided, and submit the reports in sectoral meetings. Although our workload is high, we do not receive a corresponding salary.* (Case 6)

> *"We do not get a salary for all the work we have to do. Our service period is sixty-two years of age, but it is not easy even though our working conditions have increased. We have many duties. A few months ago our pension was increased to 2000 rupees. A single-parent family cannot do all the household chores for 12000 rupees. The inadequate honorarium is one of the main problems we faced in our job. We have to maintain many*

records. This is also a problem we faced in our job. I always like to interact with the kids. I love this job because I can spend more time with kids. I have no other problems other than this. Supervisor and other officers are very supportive, and all the beneficiaries are very cooperative with us." (Case 7)

"One of the main problems that I have faced in my job was that the infrastructure and the non-availability of freshwater. That issue was resolved a few months ago. Excessive record maintenance and inadequate honorarium are the other problems. Even though I do not face any financial difficulty because my husband has a steady income, the situation will not be the same for families depending on this single income to meet the household expenses. " (Case 8)

A participant pointed out that the service period is sixty-two years of age and working with poor rewards for sixty-two years is very difficult. The inadequate honorarium and pension amount are the main problem they faced in their job. They also faced problems related to record-keeping. Excessive record maintenance, infrastructure limitations, the vacant position of helper, a large area of coverage, lack of recourses like fresh water are the other problems they face. Nevertheless, all the participants are happy to continue their works.

5. Discussion

The present study is an exploratory research attempt with unique results. No similar results are found in any studies related to the knowledge of the community on Anganwadi services. Only the problems of Anganwadi workers were explored earlier (Joshi, 2017). In every Panchayt, there are at least one Anganwadi. It has been so many years since Anganwadi came into existence. However, it is questionable that why people in the community are still no knowledge on the services provided through Anganwadi. Many people thinks that the only beneficiaries of the Anganwadi are the children. In the current study, only very few per cent of people know that pregnant women, lactating mothers and adolescent girls are also the beneficiaries of Anganwadi. Few people were heard about referral service and nutrition and health education. Even though the result of the study cannot be generalized, it should be considered as a major challenge facing by the Government and it is questionable. There is a need to answer the questions; whether the authorities are giving enough promotions for the services they are providing though Anganwadi? Are the Anganwadi workers are able to reach all the people in the community? Is there any need for setting up more than one Anganwadi in certain areas and how it is possible to improve the efficiency of the Anganwadi workers by increasing their honorarium?

The present study revealed that inadequate honorarium, excessive record keeping, work overload, and infrastructure-related problems faced by Anganwadi workers during their job are the major problems faced by Anganwadi workers. All the Anganwadi workers claimed that inadequate honorarium is the major problem they face in their job. It is similar to a study conducted by Patil et al. (2012) found that more than three quarter of Anganwadi workers complained of inadequate honorarium. The other problem faced by Anganwadi workers is excessive record maintenance. The current result is similar to a study conducted by Tripathy et al. (2014) pointed out that more than half of the Anganwadi workers had a problem with excessive record

maintenance. Some Anganwadi workers reported that work overload is the problem they face in their job. It is similar to a study conducted by Patil et al. (2012) which reports more than half of the Anganwadi workers complained about work overload. Two Anganwadi workers were concerned about the infrastructure-related problems. It is similar to a study conducted by Joshi (2017).

5. Conclusion

Integrated Child Development Service focused on the well-being of mother and child. Children below six years, adolescent girls, pregnant women and lactating mothers are the beneficiaries of ICDS. Providing quality services for the beneficiaries is very important. To ensure that beneficiaries get good services from the Anganwadi is the responsibility of ICDS supervisors and other Government executives along with Anganwadi workers. The need for community participation in the ICDS program has been specified as for the smooth functioning of the program, for the reach and increase in the utilisation of ICDS services, accountability for success or failure, to reduce government intervention, ownership, and sustainability of the program. To ensure people's participation to maximum, they must be involved in the program right from its inception, and the objectives and services of the program are interpreted in a manner that enables them to perceive the program is based on their felt needs. The community plays a pivotal role in the success of developmental programs.

There are many studies related to the problems of Anganwadi workers, but most of them are quantitative in nature. However, the authors did not get studies related to the knowledge of the community on Anganwadi services from Kerala or India. Besides, the Covid-19 and the containment zones related challenges were faced forced the authors to use digital platforms to collect data for quantitative phase. The authors used Google forms to collect data from the sample population. The majority of people have a Smartphone but do not know that how to use it. Some people are not willing to fill the Google forms. It affected the participation of the community, especially older adulthood and elderly. Future research should cover the limitations of the current study. The current study suggests that, it is a need for the hour to create awareness among people on Anganwadi services. Anganwadi workers have a big role in providing the awareness to beneficiaries regarding services. However, the problems they are facing should be solved first; inadequate honorarium, excessive record maintenance and over workload. The Government must look into the problem sympathetically and enhance the honorarium of Anganwadi workers and helpers.

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WORSHIP OF ANCESTORS, BLESSING AND SOCIAL SUCCESS AMONG THE ANCIENT KWASIO OF CENTRAL AFRICA

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Abstract: *This article looked at the correlation between the practice of ancestor worship and blessing among the Kwasio, a Bantu (A81) people of Central Africa. From a few surveys carried out in this community, it emerges that the aforementioned cult was based on the principle of the extension of life after death, with the ancestor as the central point. The blessings provided by him take a collective form, conditioned by the practice of ancestor worship, and an individual form, determined by respect for the traditional moral code. Turning away from this pivot exposed all of Kwasio to a decline that could be erased by a propitiatory rite. To better understand this reflection, we mainly relied on primary sources and field surveys carried out with very selective sampling from the period 2003 until 2020.*

Keywords: Ancestor; blessing; propitiation; virtue; prosperity.

1. Introduction

Perceived as the set of ceremonial practices addressed to the deceased (Surgy, 1975: 105), ancestor worship often aims to attract the favors of life (Bonhomme, 2008: 162; Dumas-Champion, 1989: 33-74; Mba-Zue, 2010: 73; Kuipou, 2015: 93-105). In Cameroon, a surprising finding seems to give credit to this end. Here, almost all of the wealthiest people come from regions which still practice this cult (Bahri-Domon, 2020: 8-16) while poverty is rooted among the peoples who turn away from it. Within the Kwasio ethnic group of Central Africa, for example, the Mabi branch, despoiled of its traditional beliefs by Christian missionaries (Mboum, 2020: 15-18), drew up its assessment in 1999. Of the 23,000 individuals that counted this tribe, only 102 had a stable or precarious job (Ndtoungou-Nzambi, 1999: 31). This paradox raises the problem of the correlation that would exist between the practice of ancestor worship and the circulation of the positive vital impulse. In one question, how does this cult convey values that drive success or progress? This study attempts to answer the question by focusing on the specific case of the Kwasio of Central Africa. Its objective is to discover the principles which attract grace. To achieve this, we conducted surveys with a few rare adults and old people who had seen this cult practiced or who still practice it in secret. Oral tradition is therefore the main source of this study, which revolves around two points: collective and individual blessing.

2. The collective blessing

The term blessing comes from the Latin benediction (Larousse online). Word composed of bene (good) and dicere (to say). Literally, to bless is to say good things. It is also to benefit from the favor or grace of Heaven (Dictionary of our time online). When the blessing is collective, it would be summed up in worship (Kabasele Lumbala, 2011: 149). Among the Kwasio, the cult to bless a community is the *Byère* or Byèri

also called Mbvuli Malandè (Mboum, 2020: 70-74 and 117). It's about ancestor worship, practiced by all members of the community. It consisted of three stages:
- the choice of the candidate for ancestrality;
- the process of becoming an ancestor;
- the rite of collective blessing.

3. Choice of ancestor candidate

Indicating the selection criteria to display the title of ancestor amounts to highlighting the code of ethics of the *Byèri*. As the Kwasio hardly practice this cult anymore, we were only able to identify one criterion. It is for any deceased, to have led a virtuous and prosperous existence on earth. The constitutive elements of virtue are numerous: kindness, self-control, sobriety, honesty, responsibility, wisdom, discernment, righteousness and justice[2]. Like the *Maâty* in ancient Egypt (Mpala, 2007: 87), the candidate for ancestrality had to be the incarnation of the divine. Impatient, impulsive, rambling, mean, selfish and murderous people could not claim ancestrality[3]. The *Mbvuni Kina* for example, was a law that prohibited any initiate in *Byèri* to shed blood (Mboum, 2020: 116). As for prosperity, an informant repeated this formula: ''*Byèri yih nzong fuma*'', translation: `` the cult of ancestors is that of enrichment ''[4]. The term *pfuma* designates at the same time, the whole of material goods and human resources (women, children, warriors, servants) which one has. These elements were decisive for the size, position or elite social status (*mbih mam* Where *pfuma wall*)[5].

We believe, however, that apart from virtue and prosperity, another criterion existed, that of the role of the living to lead the deceased to ancestrality. In fact, among all the other peoples of Central Africa who practice ancestor worship, the proper performance of the funeral rites of any deceased person is a determining factor in their access to the status of ancestor. Among the Bamileke for example, Roger Kuipou seems to highlight the role played by the living in the accession by the deceased to this status. Here, any deceased having respected the ethical criteria is supposed to become an ancestor, on condition that his descendants assure him a good execution of the funeral rites (funeral (*born-tong-gni*), mourning (*dihnéwoû*), funeral (*né-tiak-menéna*), exhumation of the skull, construction of the house of the skulls, entry of the ancestor's skull into his house) (Kuipou, 2015: 96). The Kwasio were not on the fringes of this conception because, as we mention later, they had a particular way of burying, exhuming and preserving the skulls of their social models.

Finally, it is important to point out that there was no misogyny in the *Byèri*. Women could be worshiped just like men. In a clan called Biwandi among the Kwasio

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2 Interview with Raymond Ngoua, Planter and Patriarch of the Binzugo clan, Kribi on March 05, 2003, 90 years old.
3 Interview with René Guga, retired fisherman and Patriarch of the Mabi, Namassambi [Kribi] on January 05, 2003, 118 years old.
4 Interview with Raymond Ngoua, Planter and Patriarch of the Binzugo clan, Kribi on March 05, 2003, 90 years old.
5 Interview with Abel Biwomong, retired Machinist and Notable of the Chiefdom of Groupement Ngoumba-Sud, Lolodorf on December 22, 2010, 63 years old.

for example, the name of an ancestor-woman has remained. The named Atwambo Ndzaga was counted among the ancestors of the Biwandi clan of the village Nzambi Nénih. Although having been married in a neighboring clan (the Bimbvuri), this woman was buried in her original clan and her head kept in the sanctuary of the ancestors of the Biwandi clan. Was not ancestor (mbvuni) who wanted. Of the hundred or so individuals in the Biwandi clan of Nzambi Nénih village, only four ancestors were venerated (Bonzouer Nsuandèlè, Ndtama Ndzaga, Atwambo Ndzaga and Bimbo Ma Bonzouer)[6].

In short, any virtuous and prosperous person, male or female, could be venerated, provided that his descendants provide him with the funeral rites necessary for his access to ancestrality. These rites began with burial.

4. Path to ancestor status

The course of the cult of the skulls began naturally with the burial, followed later by the exhumation. Among the Koma of North Cameroon for example:

(…) *During the burial, the body of the deceased is positioned vertically in the tomb and the head held in suspension on forked antlers which are positioned in the tomb, the aim being to recover the skull, once the process has been completed decomposition complete* (Ngon, 2020).

While the other peoples of Cameroon bury their dead, elected in ancestral terms, on dry land, the Kwasio did so in the bed of a stream that bore the name of *Ngia byèr (è)* Where *Ngia byèri*[7]. This name translates as follows: ''thehe deep secret of ancestor worship '' or more clearly `` the river of the ancestors ''[8]. Indeed, the Kwasio believe that the secrets of a human are hidden in the womb and the most intimate in the intestine. In their language, the expressions *bvungu muo*, literally `` shake the belly '' and *bvungu ngia*'' shaking the intestine '' indicates respectively the fact of questioning someone so that they reveal their superficial secrets or their deep secrets. According to Sylvain Mboum, it is in the *Ngia byèri* that the population took their purification baths at 4 a.m., after the worship of *good bye*of the day before (Mboum, 2020: 73). We still find streams baptized *Ngia byèri* Where *Ngia byèr (è)*in the kwasio sphere. The best known flow, among the Mbvumbo, in the Bigbali district of the city of Lolodorf and in Bumè among the Mabi of Kribi.

The cult of ancestors could explain the propensity of the Kwasio to found villages next to streams. According to some informants[9], the way we block the bed of a stream for fishing at the dam (*luor* in kwasio), in the same way as initiates to *Byèri* temporarily deviated the *Ngia byèri* from his bed in order to bury the chosen one in the ancestral way in the middle of the said stream. The goal is to later recover a clean

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6 Interview with Nicodème Bouh, Roman Catholic priest, Kribi on February 10, 2020, 91 years old.
7 Interview with René Guga, retired fisherman and Patriarch of the Mabi, Namassambi [Kribi] on January 05, 2003, 118 years old.
8 Interview with Raymond Ngoua, Planter and Patriarch of the Binzugo clan, Kribi on March 05, 2003, 90 years old.
9 Interview with René Guga, retired fisherman and Patriarch of the Mabi, Namassambi [Kribi] on January 05, 2003, 118 years old.

skull or bones. After the burial, the dam was destroyed. Insiders then waited for the funeral, which was held at least a year after the ancestral contender died, to unearth his skeleton or skull. The latter was then removed, polished and dried, because: ''(…), The ancients considered the skull as the place of residence of the vital force and of the "science" that the individual possesses. They believed that this force could still be transmitted from the dead to the living or allow the dead to guide the action of the living (Mboum, 2020: 71).

The skull was then inserted into a reliquary or *Nsiœr Byéri*: *Called nshie byeri, they were either rattan baskets or boxes made of bark or made from the base of an elephant tusk. It was in these cylindrical receptacles, a kind of portable funeral urns with a lid, that the bones of ancestors of the family and lineage were kept. The nshieu was surmounted by a Sâkui'i (parrot feather) and closed with a red ribbon. According to Nlinga, "Whenever danger hung over the family, it made a short but shrill noise. It meant he was calling the head of the family. When the latter entered the room where the reliquary was located, he immediately heard a voice with which he initiated a conversation and which said to him: ``Be careful because there is a danger that awaits you tomorrow. It is …. ''. He would give her all the details and then tell her what to do. Finally, the voice said: '' have you understood? As soon as he answered 'yes' he heard a thud, as if the skeleton had risen to its feet and then suddenly dislocated. And it's all over* (Mboum, 2020: 71).

To distinguish skulls from ancestors or avoid confusing them, the Kwasio had a few tricks. Most often, they carved human statues, respecting the gender of the ancestor (male or female), his physical features and attributes (see photo below). They then fixed this statuette above the upper cover of the reliquary (there was a lower cover to prevent the skull from touching the ground). Sylvain Mboum mentions the other tips: `` A few months after his death, the bones were taken cleaned, dried and sometimes decorated with metal inlays in iron or copper which allowed them to be distinguished and identified ''(Mboum, 2020: 71).

After this step, the skull, its statuette and its receptacle were introduced into the ancestors' hut, built in a furnished space separate from the dwellings. It should also be noted here the difference between the Kwasio and most of the peoples of Central Africa who keep their ancestor skulls on the ground. Among the Kwasio, the skulls were kept in padouk wood receptacles and the boxes where these objects were placed were very well maintained. We have not received a significant response in reference to the introduction of the skull and its accessories in the sanctuary box. However, in the name of the cultural unity of the black world, we can assume that it had the same importance as among the Bamileke of West Cameroon:

To be an ancestor is to have succeeded in your journey towards the world where the deceased generations live. This journey begins with death and ends with the symbolic resurrection during the ceremony of the skulls. The deceased returns to take a place among the living. This place is materialized by a box, the "skull box" or "ancestor box", which each family must own. It is not a mausoleum but a living and dynamic hut, dedicated to one or more deceased members of

the family. They are present there, physically, through their skulls; they "live" there since they can be consulted, fed, associated with all events or all important decisions of the family. The skull, more than the box, is the symbol of the presence of ancestors among the living (Kuipou, 2015: 98).

It is important to indicate that the burial and exhumation ceremonies were carried out by the initiates of a mystical brotherhood called *Ngui* under the direction of its chief or *Nlu Ngui*. This brotherhood was a secret society whose missions were to defend society against the misdeeds of witchcraft and wizards, to ward off bad spells and to communicate with the ancestors in order to regulate community life.[10].

Photo n ° 1 : Statuette of *Byèri* and his reliquary box
(This statuette is a profile view. It was shaped according to the gender (sex) and the face of the ancestor. Placed above a cylindrical box containing relics, it allowed the easy identification of the deceased)

Source: Agyune Ndone, 2005: 38.

5. Phases of worship proper

The actual worship began with a preparation. One had to be pure or purified to touch the sacred objects of worship and enter the sanctuary (Alliot, 1950: 60-61). Insiders were to abstain from sexual intercourse[11]and any crime, described in the moral code (Mboum, 2020: 74). They then consumed certain mixtures made from plants, such as the dried powdered roots of badamier or *landi* in kwasio, in order to '' (...) communicate with living spirits in spheres invisible to the naked eye '' (Mboum, 2020: 74).

According to our informants, ancestor worship took place earlier today. But, because of its prohibition by the German colonial administration on the one hand, and French on the other, the Kwasio began to practice it at night, for fear of reprisals. Abbot

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10 Interview with Calvin Biang Ndtoungou, Cultivator and Patriarch mbvumbo, Kouambo [Bipindi] on January 09, 2003, 94 years old.
11 Interview with René Guga, retired fisherman and Patriarch of the Mabi, Namassambi [Kribi] on January 05, 2003, 118 years old.

Nicodème Bouh, had regularly questioned a certain Ndtoungou Maloua, nonagenarian and principal officiant of the *Ngui* among the Mabi of the Sambong clan in Londji, in 1966. According to him, ancestor worship began with an entry formula. All the initiates and even the uninitiated, who had the good fortune to be led by tolerant and open initiates, gathered in the sanctuary-hut where the skulls were kept. They then repeated in unison, a formula that greeted revered ancestors and exposed the object of worship.[12].

In the case of the Sambong of Londji for example, their village had been bombed during the First World War by the French and the English (ASOMSHAF: 19-24 / Bouh, 2021: 66). The populations which had served as cannon fodder for the Germans had been decimated and the fugitives, few in number, returned to their lands a few years later. They were in the throes of famine and the women were not giving birth enough. The Sambong clan, feeling that they were wasting away, then began to atone for the bad fate that had invaded the land. The formula for entering the sanctuary, bequeathed by Ndtoungou Maloua was as follows: ''*Bota baa guer bvüh, ilaa ga bo bidiu, bura baa bia lèna, buri ki gwu botsiri, buri ki bwama pfuma* ''[13]. Translation: `` The ancestors are angry, let's feed them, because our women no longer give birth and the hunt is no longer successful, the men no longer produce wealth ''[14].

After the formula for entering the sanctuary box, came the phase of sacrifice. It was called: *Suya bombvuni* which literally means: *wash the ancestors[15]*. In this phase, the ceremonies did not take place in the sanctuary but in the dwelling of its guardian. According to Abbot Nicodème Bouh, the main officiant (here in this case, Ndtoungou Maloua) returned to the sanctuary hut where the skulls of venerated ancestors were kept. He would bring them to his home and take them out of their receptacles (*nsiœr* in kwasio). He would then display them on the floor on clean ground. Once the skulls were on the ground, then began the rhythmic dance of a large battery of tom-toms and drums. During this event, the individual who did not have his ascendant among the skulls deposited on the ground, did not dance[16]. No one could give us the reason for this ban or the consequences, if it were violated.

Once the collective and frantic dance ended, each of the initiates went to seize the skull of their ancestor. He called out to him (he had to know his name), begged him, explaining his desires aloud. Ndtoungou Maloua also delivered some formulas: ''*O ta, mè mwa mbpi… ..O ta, laa mè mintuo mintuo. O ta, laa mè pfuma. O ta, laa mè bo tsiri* ''[17]. Literal translation: "Father (in the sense of dad and not in the religious sense), here is my situation…. Father, bless me. Father, give me the wealth. Father, give me some game ''[18].

The supplication was done thus. The initiate held the ancestor's skull in full hands while proclaiming his desiderata and dancing at the same time. The sacrifice

12 Interview with Nicodème Bouh, Roman Catholic priest, Kribi on February 10, 2020, 91 years old.
13 Same
14 Same.
15 Interview with Albert Mamia Ndtungu, Cultivator and Notable Biwandi clan, Nzambi Nénih [Bipindi] on January 08, 2003, 103 years old.
16 Interview with Nicodème Bouh, Roman Catholic priest, Kribi on February 10, 2020, 91 years old.
17 Same.
18 Same.

continued with the rite of anointing the skulls or cleansing. It was the moment to strengthen the bonds between ancestors and descendants[19].

The cleaning did not happen at random. Initially, the initiates chose a young virgin. In the large meeting room, and during the ceremony, she rubbed two padauk woods together in order to obtain a red powder which was mixed with red oil. The ointment created was called *Kang*. It was then used to anoint skulls. Each descendant did it to the skull of his ancestor while simultaneously formulating his wishes. He then invoked his ancestors or his lineage by reciting his genealogy[20].

This phase of the sacrifice ended, followed that of sanctification[21]. The skulls were placed in the sanctuary by the officiant. In front of the receptacles, the guarantor of the sanctuary placed a receptacle containing anointing oil (red oil mixed with powder from padouk wood, obtained by rubbing, thanks to a young virgin). Behind the said container, he also placed libations (cooked food (chicken, bush meat, sheep or goat) and a small quantity of wine symbolically poured on the ground). Meanwhile, the other initiates were dancing at the place of worship.

At this level, a new peculiarity is to be noted among the Kwasio. While most of the people pour wine and food on the ground, which makes their sanctuaries unsanitary, among the Kwasio, the officiant laid the libations and allowed time to pass for the ancestors' dinner.[22]. Here, no informant could give us an estimate of this time (30 minutes? 1 hour? , We do not know). The celebrant would then collect the offerings (apart from the poured wine of course), as well as the container of anointing oil, and brought it back to the hall of worship. He then proceeded to distribute the ointment to all participants, initiated or uninitiated. This remainder of oil, supposedly precious, because having touched the ancestral power, became a lucky charm[23]. It was regularly used by traders who traveled with small vials containing the precious ointment[24].

Finally, the libations that came out of the sanctuary, perceived as the remains chewed up by the ancestors (*my tam bo bvuni*in kwasio), were shared with all the participants of the event, in the large dance hall, as a sign of communion. This food and wine was believed to contain the positive power of the ancestors and their sharing closed the ceremony before the final great ritual bath of purification for the whole country at dawn (4 a.m. or 5 a.m.) in the stream.*Ngia byèri* or Ngia byèr (è)*[25]*.

19Interview with Nicodème Bouh, Roman Catholic priest, Kribi on February 10, 2020, 91 years old. and maintenancewith Calvin Biang Ndtoungou, Cultivator and Patriarch mbvumbo, Kouambo [Bipindi] on January 09, 2003, 94 years old.

20 Interview with Nicodème Bouh, Roman Catholic priest, Kribi on February 10, 2020, 91 years old, interview with Albert Mamia Ndtungu, Cultivator and Notable Biwandi clan, Nzambi Nénih [Bipindi] on January 08, 2003, 103 years old and interview with Calvin Biang Ndtoungou, Farmer and Patriarche mbvumbo, Kouambo [Bipindi] on January 09, 2003, 94 years old.

21 Interview with Raymond Ngoua, Planter and Patriarch of the Binzugo clan, Kribi on March 05, 2003, 90 years old.

22 Interview with Nicodème Bouh, Roman Catholic priest, Kribi on February 10, 2020, 91 years old, interview with Albert Mamia Ndtungu, Cultivator and Notable clan Biwandi, Nzambi Nénih [Bipindi] on January 08, 2003, 103 years old and interview with Calvin Biang Ndtoungou, Cultivator and Patriarche mbvumbo, Kouambo [Bipindi] on January 09, 2003, 94 years old.

23 Ibid.

24 Interview with Nicodème Bouh, Roman Catholic priest, Kribi on February 10, 2020, 91 years old.

25 Interview with René Guga, retired fisherman and Patriarch of the Mabi, Namassambi [Kribi] on January 05, 2003, 118 years old.

Individual blessing

Blessing among the Kwasio, with reference to ancestor worship, took place under two prisms: succession and propitiation.

Blessing for the succession

A priori, there is no direct relationship between blessing by succession and ancestor worship. However, the objects used to bless were most often passed from generation to generation and the person supposed to bless was not always the father or the eldest in the European sense of the term, but the heir to the power of the ancestors. The latter blessed the obedient and virtuous "child". The rite which was reserved for the latter was neither solemn (except in the case of succession at the level of the lineage or the clan) nor extended. It concerned the chosen one alone and the assignments were made only for him. They seldom concerned other children. However, the latter sometimes attended the blessing of the chosen one and their father told them to follow and apply all the decisions of his successor.[26].

The blessing itself was invariably done at dawn, when the father (representative of God and ancestors, here the father literally or his heir) was still fasting. The father went to get the stalk of the wild cane (*miandœr*in kwasio) containing its roots or was content with charcoal. He then coated said rod or coal with*kang*, the ointment obtained from a mixture of red powder of padauk (*mbil*in kwasio) and red oil, previously placed in the box of the skulls or sanctuary for blessing during ancestor worship. By thus carrying this sacred or blessed oil on it, this wild cane stalk or this charcoal wood became, in turn, a support of blessing. It could then be used from generation to generation. The father would then spit on this object to add his own power to it and the object would traditionally become consecrated (*wéyà* in kwasio)[27]. Why spit on objects to be blessed and why do it on an empty stomach?

The word would carry all its power of blessing early in the morning on an empty stomach, when it has not yet been corrupted by libations.[28]. As for the sputum, its function was to create favorable conditions for the application of the blessing.[29]. Before the act of blessing, the object*wéya* was again blessed with the following incantatory formula: '' *Wéya wuna, mè ziri wuo purè, Wua vuli mua ma guer matèli, Mbi mè nsili ma léh gina[30].* Translation: '' I bless this consecrated object again. It will be used to bless the obedient child. Let it be as I just said ''. It was then that the father used this salivating object, with his right hand, to coat certain parts of his own body:
- the throat (the trachea artery which makes pass the breath which materializes the spoken word, supposed to be carried out);
- the chest (seat of the heart, feelings and inclinations which must be guided by self-control and goodness);

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26 Interview with Nicodème Bouh, Roman Catholic priest, Kribi on February 10, 2020, 91 years old.
27 Ibid.
28 Interview with René Guga, retired fisherman and Patriarch of the Mabi, Namassambi [Kribi] on January 05, 2003, 118 years old.
29 Ibid.
30 Interview with Nicodème Bouh, Roman Catholic priest, Kribi on February 10, 2020, 91 years old.

- the pubis (seat of the procreative function);
- the back (spine-upright).

After these various signs on the parts indicated above, the *wéya* became the *mash* because he had been blessed twice. The first time with red oil mixed with padauk powder and saliva (*wéya*), the second time by incantatory formulas, gestures and salivation (*mash*). The *mash* or the object ready for the blessing hung on the bedside. When it comes to blessing other people, this object which keeps its strength forever, can be used by those who have previously been blessed by the one who consecrated the object and his successors.

the *wéya*, become *mash*, the father holding this consecrated object in his left hand, then chewed its roots or part of its stem or even part of the charcoal wood. He didn't swallow what he had chewed, but spat it out on his right hand. It was then that he asked the successor to advance (advance! Or *siyà* in kwasio). He then coated this mixture with his right hand on the following parts of his successor: throat, chest, pubis and back. Then he said his blessing (object of the blessing and desiderata) and ended it thus: ''*Sa mbi sa wè labi buri ritu, yè kaalè sambah na bibang bi kœr mana bina, na ma byala mang mi mponglè bè mi mimbiami, koo gi mbi gi wè labi bè ndzina muri kilè yè tih* ''[31].Translation: `` Whatever you say in public will be taken into consideration and no one will humiliate your word, with these words that I speak early in the morning and on an empty stomach, since I am not an illegitimate son (this sentence was optional), whatever you say will come true, your word will never be discredited. '' The word is therefore the pillar of blessing.

Atonement and propitiation

Propitiation is understood as a sacrificial act offered by an applicant, in order to obtain forgiveness of his or her sins from the offended person or deity.(Douglas and Judisch, 1984: 222). This reparation being conditioned by an expiation, the rite of propitiation only took place in the event of repentance of the beneficiary vis-à-vis the offended, very often the parent (father or mother) or their successors.

The sinful acts that required atonement followed by a propitiatory rite to be erased were:
- adultery committed by a son with his father's wife[32] ;
- the consumption or worse, the sale of four game (*kina* (the antelope), *mbœu* (the lemur), *yil* Where *pfuh* (the viper) and *nkang* (the quail)[33] ;
- disobedience and dishonor vis-à-vis his parents or elders (insults, treason, murder, witchcraft etc.)[34].

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31 Interview with Nicodème Bouh, Roman Catholic priest, Kribi on February 10, 2020, 91 years old.
32 Ibid.
33 Interview with Calvin Biang Ndtoungou, Cultivator and Patriarch mbvumbo, Kouambo [Bipindi] on January 09, 2003, 94 years old.
34 Interview with Albert Mamia Ndtungu, Cultivator and Notable Biwandi clan, Nzambi Nénih [Bipindi] on January 08, 2003, 103 years old.

Adultery

Topping the list, because of its seriousness, trading with his father's wife was seen as a particularly reprehensible sin. Sexual prohibitions were quite drastic in their prescriptions and their offenses were also rigorously punished. The father or successor, because of his prominent rank in the family hierarchy as head, was also the living representative of the founding ancestor on earth. He enjoyed a special status which gave him the right to certain prerogatives. When an animal was killed, for example, it was entitled to certain parts that came to it automatically: the heart, chest, kidneys, lungs and spleen. These parts of a beast were for personal, and even exclusive use.[35]. If the father would agree to share them with someone else, it is of his own accord and as a special favor given to a friend, an equal, a peer. Sharing was not done with subordinates. Sometimes the class of fathers or successors practiced swinging among very dear friends; a kind of community of women who, admitted at the elite level, were always more loved among others[36]. This swinging was not considered adultery. On the other hand, the son or the subordinate who committed adultery with his father's wife, forced himself into the intimacy of his father's most personal "good". His act was then perceived as a profaning use of a reserved property which constituted a moral rupture leading ipso facto to an unforgivable curse[37].

The consumption of animals reserved for `` fathers ''

It is very astonishing that comes in second position, as regards the seriousness of an offense (because it does not seem direct to us), the consumption or worse, the sale of animals reserved for the elderly, fathers and successors or heirs. It was wrong to consume them before reaching a certain age or being allowed to do so by your father. It was the antelope or *kina*. A Kwasio saying goes: ''*nku mbvuni bo di kina* ''[38], translation: '' it is the initiate in the cult of ancestors who consumes antelope ''.

After the antelope, came the lemur or *mbœu*, a small forest animal living near streams, where it wreaks havoc by devastating traps loaded with shrimps, catfish etc. This lemur comes back often in epic tales and tales[39]. Next comes the viper or *yil* or *pfuh* which represented a delicacy for adults, especially the elderly. As for the bird *nkang* Where *quail* in French, his preferred choice remains a mystery. This poultry is neither remarkable in taste, nor of a particular plumage and ramage. Anyway, the adage was quite well known: ''*ki sa mi mpangu na binaa naa* '', translation: '' Do not do your will with forbidden beasts ''. To have the right to eat them, it was first necessary to meet certain requirements imposed by the elders or simply on the authorization of

35 Interview with Albert Mamia Ndtungu, Cultivator and Notable Biwandi clan, Nzambi Nénih [Bipindi] on January 08, 2003, 103 years old.
36 Interview with Nicodème Bouh, Roman Catholic priest, Kribi on February 10, 2020, 91 years old.
37 Interview with Abel Biwomong, retired Machinist and Notable of the Chiefdom of Groupement Ngoumba-Sud, Lolodorf on December 22, 2010, 63 years old.
38 Léon Daniel Mabali Woungly Massaga, Professor of General and Notable High Schools of the Limanzouang clan of Lolodorf, Ambam on February 6, 2003, 42 years old.
39 Interview with Esperanza Manzuer, Notable Bisio of the Chiefdom of Bimil, Bata [Equatorial Guinea] on June 21, 2007, 45 years old.

the father (with of course some compensatory sacrifices in support). These animals were eaten in community, preferably by age group[40].

Disobedience and dishonor towards parents or elders

Children incurred the curse when they disobeyed or dishonored their parents. To lay hands on one's relative, to publicly insult him, to utter all kinds of indecent words against him, was at the same time to incur a serious curse. It was not necessary for the victim to declare aloud to its author, the crime he had just committed; the act was reprehensible in itself, leading directly to sad consequences. First at the community level, the child in question was perceived as degenerate, excluded and stripped of his traditional rights. It should in no case benefit from the solidarity of the community[41].

Most often, it is on the spot, when the unhappy parent cried out his indignation or his shame that he uttered at the same time, explicit words of curse. The most spectacular and also the most telling by the force of its symbolism, was the gesture of disclosure of the sex by the one who suffered the affront of his child. Exposing his private parts in this way to the eyes of the child symbolizes the last of the affronts, the height of dishonor. The child then became a stranger, no longer having any kinship with his father.

Processes of atonement and propitiation

Called *Seh* in kwasio, the rite of propitiation was done in the same way as that of blessing by succession with some differences. First, the offender had to apologize to the offender alive or dead beforehand in order to clear up his faults. This step required witnesses, generally initiates of ancestor worship, and a sacrifice made of libations for the offended person (Bouh, 2017, 354). The applicant was obliged to make an offering consisting of a domestic animal (very often a goat, a sheep or a chicken) in order to wash away his fault. The latter was not erased until after the sacrifice of this beast, its cooking and its consumption by the offended and his witnesses. The propitiation itself took place in the early morning like the blessing by succession.[42].

7. Conclusion

This research tried to discover the principles which attract the blessing in reference to the cult of the ancestors or Byèri practiced among the Kwasio of Central Africa. It turns out that the *Byèri* is based on the principle of the continuity of life after death, especially for virtuous and prosperous people. The blessings he brings come in two forms. In the collective form, the blessing was conditioned by the practice of ancestor worship. In the individual form, it was determined by respect for the traditional moral code. The prescriptions in themselves first revolved around respect for prohibitions and virtue. To turn away from it exposed all Kwasio to withering away. A curse that could be erased by a propitiatory rite. Finally, this study revealed some

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40 Interview with Donato Nziè, Notable Bisio of the Bimièni clan of the Chiefdom of Bimil and Initiate of Ngui, Bata [Equatorial Guinea] on December 14, 2007, 40 years old.
41 Interview with Nicodème Bouh, Roman Catholic priest, Kribi on February 10, 2020, 91 years old.
42 Interview with Nicodème Bouh, Roman Catholic priest, Kribi on February 10, 2020, 91 years old.

original elements in the practice of ancestor worship through the emphasis on cleanliness and water. Although they have become deeply Christians,

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Last name and first names	Activity or function	Maintenance location	Maintenance date	Age at interview
Biwomong Abel	Retired Machinist and Notable of the Chiefdom of Groupement Ngoumba-Sud	Lolodorf	December 22, 2010	63 years old
Biang Ndtoungou Calvin	Cultivator and Patriarch mbvumbo	Kouambo [Bipindi]	January 09, 2003	94 years old
Boh Nicodemus	Roman Catholic priest	Kribi	February 10, 2020	91 years old
Guga René	Retired fisherman and Patriarch of the Mabi	Namassambi [Kribi]	January 05, 2003	118 years
Mabali Woungly Massaga Léon Daniel	Teacher of the General and Notable High Schools of the Limanzouang clan of Lolodorf	Ambam	06 February 2003	42 years old
Mamia Ndtungu Albert	Farmer and Notable Biwandi clan	Nzambi Nénih [Bipindi]	January 08, 2003	103 years
Manzuer Esperanza	Notable Bisio of the Chiefdom of Bimil,	Bata [Equatorial Guinea]	June 21, 2007	45 years old
Ngoua Raymond	Planter and Patriarch of the Binzugo clan	Kribi	March 05, 2003	90 years
Nziè Donato	Notable Bisio of the Bimièni clan of the Chiefdom of Bimil and Initiate of Ngui	Bata [Equatorial Guinea]	December 14, 2007	40 years

CASE STUDY ON ENTREPRENEURIAL TRAINING NEEDS AMONG STRUDENTS

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Abstract. *This article presents the results of a sociological survey based on a questionnaire, conducted to find out the needs, attitudes and opinions of students of the University of Medicine and Pharmacy of Craiova, Romania, and their willingness to start a business. Considering the specific profile of the target group, consisting of students of the University of Medicine and Pharmacy of Craiova, within the Faculty of Medical Assistance, the Faculty of Dentistry and the Faculty of Pharmacy, respectively students pursuing long-term master's studies and PhD, a special emphasis was placed on the formulation of interrogative items on the development of entrepreneurship in the Health and Pharmaceuticals sector, an area recognized by the „National Strategy for Competitiveness 2015-2020" as one with significant competitive potential. The research group consisted of 747 subjects.*

Keywords: new companies' formation, entrepreneurship, student entrepreneurship, health entrepreneurship.

1. Context

In the elaboration of the study, the National Strategy for Competitiveness 2015-2020 was taken into account, which identifies 10 sectors with competitive potential, which correlate with the areas of smart specialization identified by the National Strategy for Research, Development and Innovation 2014-2020. These fields, which were taken into account in the elaboration of the present research tools, are: tourism and ecotourism; textiles and leather; wood and furniture; creative industries; automotive and components industry; information and communication technology; food and beverage processing; health and pharmaceuticals; energy and environmental management; bioeconomy (agriculture, forestry, fisheries and aquaculture), biopharmaceuticals, biotechnologies.

The vision of the National Strategy for Competitiveness 2015-2020 starts from the following premises:

➢ Capitalizing on the best advantages available to Romania, the top specializations in production and research, as well as local qualification resources, entrepreneurial initiative and natural factors;
➢ Increasing the attractiveness of the conditions for the competitive development of business through transparent and stimulating regulations for innovation;
➢ Formulation of public policy directions around initiatives and achievements with major impact on creating added value in the business environment;
➢ Correlation of development initiatives at sectoral, territorial and societal level for efficient and integrated training of competitive advantages.

One of the priorities of the National Competitiveness Strategy 2015-2020 aims to improve the regulatory environment. In this regard, important steps have been taken by adopting measures to reduce taxation, through the Law of the Fiscal Code:
- Extending the application of the reinvested tax exemption in the production / acquisition of electronic computers and peripheral equipment, machines and household appliances, control, invoicing, as well as in computer programs;
- Reduction of the dividend tax rate from 16% to 5% starting with January 1, 2017 for dividends distributed between Romanian legal entities, as well as for persons resident in the European Union and states with which Romania has concluded double taxation agreements;
- Reduction of the tax rate for incomes obtained by individuals in the form of dividends, including income obtained as a result of holding shares defined by the relevant legislation in collective investment undertakings, to 5% of their amount, starting with January 1, 2017 ;
- Reduction of the standard VAT rate to 20% from 1 January 2016 and to 19% from 1 January 2017.

The Strategy also aimed to support factors and support services. In this regard, the promotion of the enterprises' own research and development and innovation activities was considered, including by promoting support measures financed from national and European funds. It also aims to develop, especially in the fields of intelligent specialization, integrated structures that bring together companies and research organizations with a similar and / or complementary profile. The strategy also aimed at promoting the 10 economic sectors with competitive potential (mentioned above) and ensuring foundations in the field of education, adapted to today's society, through objectives such as: monitoring compulsory education based on a standard of skills generated by international experiences, implementation a flexible and innovative system in education, fostering intellectual openness to the values of contemporary civilization and creating bridges with the diaspora through sustainable cooperation mechanisms - opportunities for professional affirmation.

We also mention that this research was undertaken within the "Innotech student 2020" program. This is an entrepreneurship program that provides funding for entrepreneurial schemes of students who want to open a small business in Romania. The program is funded by the Human Capital Operational Program (POCU) 2014-2020, Priority Axis 6 - Education and skills, Thematic objective 10: Making investments in education, training and vocational training in order to acquire skills and learning throughout throughout life. In fact, higher education institutions play an essential role in the formation of individuals, in providing not only information, but also the social skills necessary for integration into social and economic life (Spinu and Otovescu, 2017: 12).

2. Research methodology
2.1. The purpose or general objective of the research: to know the needs, attitudes and opinions of the students of the University of Medicine and Pharmacy from Craiova, as well as their availability to start a business.
2.2. Target group: students of the University of Medicine and Pharmacy of Craiova
2.3. The way the data was collected: online

2.4. The period in which the questionnaires were applied: 12.08.2020 - 29.08.2020

2.5. Number of completed questionnaires: 748

2.6. Number of validated questionnaires: 747 (a questionnaire was not taken into account due to the fact that the respondent did not give his consent to the processing of the data provided.) We also mention that the items that succeed the filter question Would you like to open your own business in the field What specialization will you obtain after completing your studies ?, only the respondents who answered "Yes" to this question have in mind, so a total of 569 students

2. 7. Research limits:
- the accuracy of the information was affected due to the way the information was collected online (answers to the questionnaires);
- the questionnaires were not applied to a representative sample, they were answered by students who had access to information on the application of the questionnaire;
- a precoding of the answers was performed, considering their heterogeneous character;
- limitations regarding the elaboration of the online questionnaire imposed by the conditions of the Google Forms platform.

3. The structure of the investigated group

Table 1. Batch structure depending on the area of residence

Residence	Answers	
	%	Number of respondents
Urban	79,4%	593
Rural	20,6%	154
TOTAL	100%	747

We find from table 1 that most of the students participating in the survey come from urban areas (79.4%). Only 20.6% live in rural areas. Promoting entrepreneurship is essential in both types of communities, rural and urban.

Table 2. Batch structure according to age category

Age category	Answers	
	%	Number of respondents
Under 25 years old	67,3%	503
25-54 years	32,7%	244
TOTAL	100%	747

Naturally, most students are young: 67.3% of them have 67.3%. At the same time, 32.7% are between 25 and 54 years old. Therefore, the conclusions of the research take into account young people, who attend the courses of a higher education institution with a medical profile.

Table 3. Batch structure by gender

Gender	Answers	
	%	Number of respondents

Female	77,4%	578
Male	22,6%	169
TOTAL	100%	747

The predominance of the female gender at the level of the investigated group is noteworthy, which represents 77.4%. On the other hand, male students are represented in proportion of 22.6%.

Table 4. Batch structure according to the year of study

What college year (master's, doctorate or postdoctoral) are you currently in?	Answers	
	%	Number of respondents
Year I	8%	60
Year II	19%	142
Year III	17,1%	128
Year IV	22,6%	169
Year V	16,2%	121
Year VI	16,3%	122
Another	0,5%	5
TOTAL	100%	747

We find that the distribution of the research group according to the year of study largely respects the distribution of the statistical population, in the sense that most students are from the middle years. Most of them are enrolled in year IV (22.6%), and the fewest (8%) in year I.

Table 5. The structure of the group according to the year of specialization obtained after completing the studies

The specialization (title) that you will obtain after graduating:	Answers	
	%	Number of respondents
Dentist	55,2%	413
Nurse	14,6%	109
chemist	13,8%	103
Dental technician	11,1%	83
Doctor of Medical Sciences	1,6%	12
Doctor other specialties	1,6%	12
Physiotherapist	1,1%	10
Other	0,8%	5
TOTAL	100%	747

Regarding the degree that students will obtain after graduation, the majority (55.2%) will obtain the necessary qualification to practice the profession of dentist. The next profession in the ranking is that of nurse, a field for which 14.6% of students in the research group are prepared.

4. Presentation of results

Table 6. Willingness of students to open their own business after graduation

Would you like to open your own business in the field of specialization that you will obtain after completing your studies?	Answers	
	%	Number of respondents
Yes	76,2%	569
No	15,1%	113

DK / DA	8,7%	65
TOTAL	100%	747

The largest share of students surveyed (76.2%) are interested in opening a business after graduation. The percentage is encouraging and highlights the importance of projects and programs to encourage entrepreneurship among this category of the population. Next, we set out to highlight the resources that students have at their disposal, namely their needs in terms of starting a business.

Table 7. Respondents' perception of the current level of information on the benefits of participation

In your opinion, is there currently enough information on the benefits of participating in entrepreneurial training activities?	Answers	
	%	Number of respondents
Yes	30,5%	174
No	63%	359
DK / DA	6,3%	36
TOTAL	100%	569

Worryingly, most respondents, 63%, believe that there is insufficient information on the benefits of participating in entrepreneurship training. This finding draws attention to the need for information programs for students on training opportunities in entrepreneurship, especially in view of their willingness to start businesses in the fields in which they have specialized.

Table 8. The importance that students attach to the various aspects of starting a business

In your opinion, what action do you consider a priority to support students / masters / doctoral students in opening their own business?						
	Very important	Important enough	Somewhat important	Unimportant	The least important	TOTAL
Information and awareness campaigns	41,5% (236)	14,2% (81)	18,8% (102)	17,9% (87)	11,1% (63)	100% (569)
Vocational training in entrepreneurship	42,2% (240)	18,3% (104)	14,6% (83)	15,1% (86)	9,8% (56)	100% (569)
(acquisition of theoretical knowledge)	54,3% (309)	9,3% (53)	13,5% (77)	15,1% (86)	7,7% (44)	100% (569)
Counseling in the development of entrepreneurial skills	52,2% (297)	12,3% (70)	12,1% (69)	14,9% (85)	8,4% (48)	100% (569)

Among the aspects related to starting a business, the most important aspect evoked by the respondents is counseling in the development of entrepreneurial skills (practical applications of entrepreneurship under the coordination of a specialist), which 54.3% consider very important. At the same time, if we add the weight of the "very important" and "important" options for the option "entrepreneurship consulting

and receiving grants", we get 64.5%. Both aspects lead to the same conclusion, namely the need to expand counseling and guidance programs. At the same time, 42.2% of respondents consider vocational training in entrepreneurship (acquisition of theoretical knowledge) to be very important.

Table 9. The degree of adequacy of the financial resources available to support the student, regarding the chance of starting his own business

Currently, how do you assess the financial resources available to support the student, regarding the chance of starting his own business, after completing his studies?	Answers	
	%	Number of respondents
Sufficient	15,3%	87
Insufficient	78,9%	449
DK/DA	5,8%	33
TOTAL	100%	569

We note that the vast majority of respondents, respectively 78.9%, assess as insufficient the financial resources available to support the student to start their own business. Only 15.3% appreciate these resources as sufficient.

Table 10. Share of students who participated in a vocational training course in entrepreneurship (in the last 3 years)

Have you participated in a professional training course in entrepreneurship (in the last 3 years)?	Answers	
	%	Number of respondents
Yes	14,2%	81
No	85,1%	484
DK / DA	0,7%	4
TOTAL	100%	569

The share of students who, in the last 2 years, have participated in a vocational training course in the field of entrepreneurship is relatively small: only 14.2% attended such courses during the mentioned period. Next, we were interested in identifying the degree of availability of students regarding the attendance of vocational training programs in the entrepreneurial field.

Table 11. Willingness of students to participate in a free training course in entrepreneurship

Would you like to attend a free training course in entrepreneurship?	Answers	
	%	Number of respondents
Yes	92,8%	528
No	4,6%	26
DK / DA	2,6%	15
TOTAL	100%	569

The vast majority of survey participants (92.8%) are interested in participating in a free training course in entrepreneurship, which is in line with previous conclusions. Only 4.6% of them are not interested in attending such a course, while 2.6% are undecided.

Table 12. Identifying the needs of vocational training students in the field of entrepreneurship

Please express your opinion on your need for professional training in entrepreneurship:	Answers	
	%	Number of mentions
Acquiring skills to develop a business plan	32,1%	394
Development of useful personal skills (communication, teamwork)	24,8%	305
Access to modern alternative methods of continuous training in the field of entrepreneurship	22,1%	271
Improving the level of skills in entrepreneurship	21%	258
TOTAL	100%	1228

Respondents were able to opt for several answer options (multiple choice question). The table shows the total evocations for each response variant. We note that the most frequently mentioned need refers to the acquisition of skills for developing a business plan, which was mentioned by no less than 394 of the students surveyed. This is followed by the development of useful personal skills (communication, teamwork), a variant selected by 305 of them. Therefore, entrepreneurship courses are needed for students to build on the business design (business plan) and improve the qualities, skills and personal abilities that students need to become good entrepreneurs.

Table 13. The usefulness of entrepreneurial training courses felt by students

To what extent do you consider that participating in and graduating from an entrepreneurship training course will help you in developing a business plan for setting up a business in the field of your specialization?	Answers	
	%	Number of respondents
To a very large extent	41,1%	233
Largely	40,2%	229
To some extent	17%	98
To a small extent	1,2%	7
To a very small extent	0,4%	2
TOTAL	100%	569

The surveyed students consider to a large extent (41.1%) and to a large extent (40.2%) that participating in an entrepreneurial training course would help them to properly develop a business plan for setting up a business in the field of who specializes. Only 9 students do not see the usefulness of such an initiative.

Table 14. Areas of smart specialization in which students want to open businesses

In which areas of smart specialization would you like to start a business?	Answers	
	%	Număr de mentions

Health and pharmaceuticals	71,4%	508
Creative industries	5,8%	41
Tourism and ecotourism	4,8%	34
Information and communication technology	4,1%	29
Bioeconomics (agriculture, forestry, fisheries and aquaculture), biopharmaceuticals and biotechnologies.	3,7%	26
Energy and environmental management	3,2%	23
Food and beverage processing	2,7%	19
Construction	2,4%	17
Automotive and components industry	2%	14
TOTAL	100%	711

And in this case, the respondents could opt for several answer options (multiple choice question). The table shows the total evocations for each response variant. We also mention that, in formulating the item, we took into account the areas of smart specialization mentioned in the National Strategy for Competitiveness. Given the specific profile of students - training in the medical field - the vast majority of survey participants are interested in opening a business in the field of health and pharmaceuticals (71.4% of evocations, equivalent to 508 responses).

Table 15. Business initiatives in the field of health and pharmaceuticals

If you want to start a business in the field of health and pharmaceuticals, which of the following activities would you consider:	Answers	
	%	Number of mentions
Dentistry offices	61,3%	349
Polyclinic of dentistry	32,5%	185
Dental technique laboratory	23,4%	133
Pharmacy	13,4%	76
Radiology Service	14,8%	84
Medical recovery and rehabilitation center	8,1%	46
Another activity	6,7%	38
TOTAL	100%	569

Consistent with the structure of the exploratory group, where students from the Dentistry specialization predominate, most respondents are interested in opening offices in this sector of activity, mentioned by 61.3% of students. On the next position are the polyclinics, also in the field of dentistry (32.5%), followed by dental laboratories (23.4%).

We mention that, in this section, we presented in detail the data obtained for the most important items of the questionnaire. Correlations between them, but also other trends that are worth mentioning, will be presented in the conclusions and discussion section.

5. Conclusions and discussion

1. The vast majority of respondents (76.2%), respectively 569 students out of the 747 students who gave their consent to have their personal data processed, want

to open a business in the field of specialization that they will obtain after completion of studies.

2. At the same time, more than half of the students surveyed (63%) believe that there is insufficient information on the benefits of participating in entrepreneurship training activities. Only 30.5% believe that there is enough information in this regard.

3. Among the actions designed to support students who want to start a business, counseling in the development of entrepreneurial skills was most often mentioned as the most important thing (53.4%).

4. Only 15.3% of the surveyed students who want to open a business believe that there are sufficient financial resources to support students, regarding the chance of starting their own business, after completing their studies. 78.9% state that the available resources are insufficient.

5. The vast majority of students surveyed (85.1%, respectively 484 out of 569) who want to start a business have not participated in a training course in entrepreneurship in the last 3 years. Most of them (92.8% and 528 respectively) expressed their willingness to participate in a free course in entrepreneurship.

6. Consistent with the answers given to the previous questions, 24.8% (305) of students who want to start a business consider it a priority to improve their entrepreneurial skills. At the same time, 32.1% (394) of them expressed the need to acquire new skills for developing a business plan.

7. Most surveyed students interested in starting a business believe that participating in and completing an entrepreneurship training course will help them greatly (41.1% and 233 respondents, respectively) and greatly (40.2%). , respectively 229 respondents) in the elaboration of a business plan, for the establishment of a business in the field in which they specialize.

8. Regarding the counties where students want to start businesses, the most frequently mentioned was Dolj county (391 respondents), followed, at a great distance, by Olt county (35 respondents), respectively Argeș (31) and Gorj (18).

9. Potential entrepreneurs feel very much the need for advice for developing and implementing a business plan, respectively for business management. 81.9% (466) of the surveyed students who want to start a business expressed this need.

10. Among the areas of smart specialization provided by the National Strategy for Competitiveness 2015-2020 and taken into account in this study, the most frequently mentioned was Health and pharmaceuticals, for which 71.4% (508) of respondents opted. At the same time, dental offices (61.3%) are the main type of business mentioned by the respondents who opted for this field. These are followed by dental polyclinics, with 32.5%.

11. Most of the subjects in the research group wishing to start a business (79.1% and 450 respondents, respectively) expressed their desire to get involved in the project and participate in a business plan competition, in the aim of obtaining funding, which demonstrates the increased interest of the target group, the innovative potential and the desire to get involved.

12. Most students who want to start a business live in urban areas (464). Only 105 students from rural areas said they were interested in starting a business.

13. The dominant age group among potential entrepreneurs is under 25 (396 of the 569 students interested in starting a business).

14. There is a high number of women (423) who want to start a business, in contrast to the relatively small number of men (146).

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SOCIOLOGICAL PERSPECTIVES REGARDING MANAGEMENT STRATEGIES IN PUBLIC ADMINISTRATION

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Abstract: *The actors of the public administration, be it central or local, are part of the social life, but also of the individual one. From a sociological point of view, the analysis of public administration is the subject of a broader field of study called sociology of organizations. This branch of sociology, which has become increasingly popular in recent decades, deals with the analysis of public and private organizations, in all their forms of leadership, functioning and manifestation in social life. Moreover, the globalized society has become a world of organizations, an organizational universe, in which social tasks are performed by and by organizations, whether public or private (Otovescu, 2009). Trade organizations, educational organizations, cultural, military, medical, etc. are relevant from this perspective. Society appears in the form of a system of organizational structures, in which private and public organizations are distinguished, the latter having the role of ensuring the management of social life in the direction of obtaining what the ancients called "common good". In this article, which is intended as a theoretical, synthetic, we will reviews the most important sociological and psychosociological theories that consider the definition, structuring and management of organizations related to the public system.*

Keywords: sociology of organizations; public organizations; public management; managerial style; organizational efficiency.

1. Introduction

We can delimit multiple ways of defining and understanding organizations, depending on the field to which we refer. From the perspective of social psychology, organizations are "organized and structured social entities, made up of a variable number of people who interact with each other forachieving certain objectives, being deliberately structured and having identifiable boundaries "(Iacob and Cismaru, 2002: 13). From an anthropological and phenomenological perspective, organizations are configured as small human groups / communities, in which people create for themselves and share meanings, symbols, rituals and cognitive patterns. From an economic perspective, an organization can be understood in terms of the combination and use of human, financial and material resources necessary to achieve the proposed objectives. All organizations set their own goals, distribute their power and authority, expectations about functions or duties, communication channels and methods to ensure the achievement of goals (economic organizations, political parties, schools, research institutions, the army, hospitals, etc.).).

The study of public organizations and public sector development is a matter of real interest, both for those who have tried, through their own conceptualizations, to capture the most important aspects that define organizations, and for those who are directly involved in their functioning and in the achievement of the collective good. This topic is not new, on the contrary.

2. Classical theories on the organization and management of social life

We can discuss a system of classical theories of organizations, namely the theories of organizations as closed and rational systems that deal deeply with this formal side of organization. At this stage the main theoretical perspectives developed are: scientific management (Frederick Taylor), the theory of administration and organization (Henry Fayol) and the theory of bureaucracy (Max Weber).

Frederick Taylor drew attention to the inefficiency of organizations. Its conception can be summarized in the following principles: the development of a scientific conception about the managerial act and process; scientific selection of staff; scientific training of staff and its development; close cooperation between management and employees; division of individual and physical labor; amplifying the economic content of the work of technical staff; analysis of the work process by breaking it down into components; strict record of working time and work regulation; unification and standardization of work tools and technological processes; the application of remuneration in agreement on the basis of specific indicators.

The first four principles are considered to be the foundation of management, while the following are considered to play an important role in the smooth running of an organization. From the perspective of FW Taylor, he put the seen worker at the forefront of managerial practice, especially in his capacity as a work resource, which is based on a careful study of movements.

From this perspective, the goal was essential to organize lucrative activities, jobs, so that there is a high productivity, as well as higher production with the same material efforts, to which should be added an increase in efficiency in execution work.

Another element specific to Taylorism is given by the fact that it divided the production processes into simple elements (operations, phases, handling) aiming to examine and critically analyze the way people act, using the means of work, with the endowment. technique in order to be able to transform raw materials and materials into products.

At the same time that, as I observed, FW Taylor directed his research into some processes or parts of the production processes, H. Fayol focused his attention on that side which perceives the management of a public enterprise or organization as having a administrative character.

H. Fayol made a major contribution because he was the first to highlight the functions of the company (technical, commercial, financial, security, accounting and administrative), demonstrating that there is a close interdependence between them. It also identifies the five attributes of administrative functioning, which have remained in modern management theory until now: control, foresight, coordination, organization, command.

Later, the attributes of management were presented by other authors with some differences, non-essential, because H. Fayol, speaking about the notion of organization, includes staffing issues, and attaches to the notion of planning that of drawing up the budget.

Max Weber, distinguishes three types of organizations that differ according to the way in which power is legitimized. The bureaucratic management model is based on the idea that bureaucracy is the ideal ("pure") form of organization.

3. Contemporary theories on the organization and management of social life

The classical concepts of organizational analysis have been subjected, since the 1920s and 1930s, to harsh criticism from a group of sociologists and psychologists. They criticized the fact that the relationship between the members of an organization and their behavior in different situations were not taken into account. For this reason, in many specialized works, the managerial current is called "behavioral management".

The school of human relations has focused on the emotional aspects of human behavior, maintaining the division of labor between those who plan and those who execute. Adherents of these schools have conducted research on the relationship between employees and employers. They attributed the poor performance to the lack of communication between managers and workers, as well as the too little attention paid to the human side of the worker. To solve these problems, managers had to facilitate the formation of informal groups, to become creators of organizational culture.

To better structure the overall workforce, management has been given a new set of tools: social skills. Managers had to be more patient with their subordinates, listen to them, avoid conflict situations. Like FW Taylor, human relations advocates sought to streamline management to increase the efficiency of executive staff. However, the promoters of human relations started from different assumptions. For example, FW Taylor was a follower of the "mob hypothesis" and portrayed society as an unorganized horde of individuals pursuing only self-interest. Hence the idea that the surest way to stimulate the worker to work better and more is to give him more money. Adherents of human relations denied the central role of money and considered that the determinants of work performance are: culture, interpersonal relationships, group coherence.

E. Mayo applied the theories of sociology to what he had previously studied in management. He wanted to combine sociological theories with those of management and to apply applied science. E. Mayo's role in the development of management is usually associated with the discovery of the social man (worker). E. Mayo pointed out that workers act according to feelings and emotions. He appreciated that if the worker is treated with respect and his wishes are met, both the management and the worker will benefit.

E. Mayo also provided a series of proofs that supported Mary Parker Follet's theories that the lack of attention paid to human relations was one of the great shortcomings of classical theory. If managers respect workers and pay attention to their needs, they will work harder. The solution is, therefore, a greater involvement of managers in the problems that concern the workers. In addition to this conclusion, studies at Hawthorne plants have shown that there are a number of factors (environmental, social) that can influence the quality of work.

E. Mayo is deeply committed to researching interpersonal relationships by a study by Hawthorne's Western Electric plant that developed an advanced human relations program and hired W. Williams as a consultant.

An interesting theory aimed at the development of organizational culture is the one developed by the psychologist Abraham Maslow, according to which organizational culture is all the more effective the better it satisfies the needs of the

individual. Abraham Maslow theorized the existence of five types of needs that he placed in the form of a pyramid in which psychological needs were located at the base, and those of self-realization at the top of the pyramid.

Physiological needs include the need for oxygen, water, protein, salt, sugar, calcium, and other minerals and vitamins. Physiological needs also include maintaining the optimum pH and ambient temperature. In addition, A. Maslow added the need to sleep, to rest, to be clean, to avoid suffering, to have sex.

Safety and security needs arise when most physiological needs are met. Man feels the need for stability, protection, predictable situations. Therefore, it will develop the need for order, certain structures and boundaries.

The needs of social relationships refer to the need to have friends, a partner or life partner, children, affectionate relationships in general. These needs are expressed in the desire to get married, to have a family, to be a part of the community, to belong to a religion, to be in an entourage or a club. The needs of esteem were grouped by A. Maslow into two categories. At a lower level is the need for respect from others, the need for status, glory, recognition, attention, reputation, appreciation, dignity and even dominance. At the higher level is the need for self-respect, which includes confidence, competence, self-control, independence and freedom.

The last level is a little different from the others. A. Maslow used a number of terms to refer to this level: the motivation to develop, the need to become, the need for self-realization. The need for self-realization is satisfied if man is guided by the following values: truth, goodness, beauty, integrity, uniqueness, perfection, justice and order, the existence of a meaning in life, simplicity, independence, lust for life. All these concepts have been called meta-needs that contrast with their opposite, meta-pathologies.

In 1953, D. McGregor began to formulate the idea that later changed his view of management: a manager who believes that people are generally lazy, untrustworthy, and in a position contrary to his will make much decisions. different from a manager who looks at people in a constructive and friendly way. Later, in his paper "The Human Side of Enterprise," he extended the idea that managers' assumptions about human nature and human behavior are critical to the manager's style of management. In this context, the consideration that managers can organize, lead, control and motivate people in different ways (McGregor, 1960: 98).

4. The role and requirements of efficient management

The quality of the decisions taken and of the managerial process as a whole are directly conditioned by the way in which the managers exercise their tasks, attributions and responsibilities conferred by the function performed. Referring to the role of managers in an organization, experts say that "there are no companies with good or bad results, but well or badly run companies" (Nicolescu, 1992: 295).

In the literature, there are many points of view regarding the definition of managers, some different or even divergent. However, from the point of view of scope, these views can be framed in two main approaches. The first approach includes in the category of managers both the management staff itself and the specialized staff, being supported, mainly, by P. Drucker. The second approach includes in the category of managers only those who hold managerial positions. It is a more rigorous approach, as

the delimitation of managers more adequately reflects the specifics of the managerial process.

Starting from the last approach, it can be appreciated that managers represent the persons who exercise the attributes of management, by virtue of the objectives, tasks, competencies and responsibilities deriving from the position held, having directly subordinated other persons, to whom they directly influence their actions and behavior. through the decisions taken. The manager has the following defining characteristics: double professionalism, in the sense that the manager has both professional qualities and knowledge, specialized, which gives him professional competence, and managerial qualities and knowledge that will outline the managerial competence specific to the work performed. ; the accentuated creative character of the work performed, as for the most part (over 80%) it involves new, unique situations for solving the problems they face and which require a certain risk; the authority with which the manager is invested at the time of appointment to the management position, which can be considered the fundamental characteristic of a manager. It presupposes dignity, strength, influence and confers respect and superiority over collaborators and subordinates. the overburdening of managers, generated by the diversity and complexity of the problems to be solved, and which can be mitigated by a rational use of available working time, following the widespread practice of authority delegations and focusing mainly on perspective issues; mediated influence of production processes, through other people; the educational character of managerial work, resulting from the personal example of the manager, it must be a professional, behavioral and attitudinal model for subordinates and collaborators, both as a person and from a professional point of view; the double legal and moral responsibility of the manager, in the sense that he is responsible both for what he does and for what his subordinates do.

Unlike other professions, the activity of managers has certain peculiarities (Hobeanu and Mitrache, 2000: 255), such as the temporary nature of holding a managerial position, it being only an episode in the life of each manager; the assignment of the position is made by election or appointment, sometimes independent of the intention of the person in question and not on the basis of a personal choice, as in all other professions; the profession of manager is not mandatory for all people. In order to exercise the managerial attributes in good conditions, it is imperative that the managers have a set of qualities, knowledge and skills, which will give them a high managerial competence. Specialists appreciate that the set of qualities, knowledge and skills of managers can be structured in two groups: personality traits and intellectual qualities and knowledge.

In the case of the manager, the personality constitutes "the set of his features, characteristics, abilities and aptitudes, which are realized in the practical behavior and which are capitalized in the management of the organization" (Petrescu, 1991: 85). It is directly expressed in the manager's relations with superiors, collaborators and subordinates. Personality is a widely debated topic in management psychology, with specialists appreciating that it is a result of four factors: the constitution and temperament of the subject; physical environment (climate, food); social environment (country, family, education); habits and skills acquired due to the effect of previous influences (lifestyle, food hygiene, etc.).

Human personality is the expression of the following dimensions: aptitude, temperament and character. Skills constitute the instrumental side of the personality and represent the set of psychic qualities that condition the possibilities of the manager and of all people, in general, to perform certain types of actions, to put into practice and to capitalize on the acquired knowledge (Cornescu, 1994: 158) . For managers, skills take two forms: skills related to the basic job, which gives them professional competence in the field; specific skills of managerial work: spontaneity, flair, intuition, the ability to communicate, to decide, the ability to lead people, the desire to lead, etc., which gives him managerial competence.

Professional and managerial competence, together with the appropriate moral attitude, gives the manager the prestige, respect, strength and dignity necessary to exercise quality management. Temperament, along with the energy resources of the individual, represents the action side of the personality and is expressed in the behavior and mental activity of the manager, in attention, speech, the sphere of his emotional life, etc. In the case of managers, temperament is expressed in the following elements: skill, balance, vigor, self-control, etc. Managers must have an appropriate temperament, in order to create and maintain a relaxed work climate, favorable to the manifestation of creativity and initiative, to properly solve the various problems that arise in the management process, etc.

The character expresses the way of manifesting the personality in the human relations with the environment and with himself, emphasizing the social side of the manager. It is a system of attitudes towards people, life, work, towards one's own person, through which people differ from each other. Character can be compared to a human "pattern" and is at the forefront of the qualities required of a manager. A good manager must be characterized by: sincerity, sociability, firmness, integrity, modesty, courage, perseverance, etc. In addition to personality traits, managers must have a number of intellectual qualities, namely: intelligence, the ability to accept and apply the new, the ability to think clearly and operatively, memory, imagination, prospective vision, etc. In addition to native, innate qualities, managers must also have a range of economic, technical, legal, general knowledge, etc. knowledge. and continuous self-improvement skills, especially in the field of management, to keep abreast of the latest developments in managerial theory and practice.

5. Conclusions and reflections

Practice has shown that the different results obtained by similar organizations in terms of typology, size and structure of material, human and financial resources are influenced by the types of managers who exercise the management process and the management styles practiced. The type of manager and the managerial styles represent the result of the action of the following factors: authoritarianism, expressed in the degree of concentration of power and in the way of making managerial decisions; directivity, which reflects the attitude of the manager in certain situations, from the point of view of the indications and suggestions he gives to his subordinates during the activity; the relationship between the manager and the group members; the manager's orientation in relation to the subordinates' problems; management methods and techniques used.

The type of manager expresses the set of main characteristics related to the qualities, knowledge and skills of a category of managers, which gives them the same

approach in terms of basic aspects of management processes and relationships, managerial behavior, which are quasi-permanent and different from other managers. The management style expresses the manifestation of the qualities, knowledge and skills of managers in relationships with superiors, colleagues and subordinates. In the literature there are many characterizations of types of managers and managerial styles, which differ from each other depending on the criteria that were considered and the combinations of these criteria. The best known classification is the three-dimensional theory of leadership formulated by WJ Reddin, which is based on three elements that give, in his opinion, the value of a manager, namely: concern for tasks; concern for human contacts; concern for yield.

According to the professional value and the way of manifestation towards the subordinates, Traian Herseni differentiates the following types of managers: value managers, who know how to behave with the subordinates; valuable but influential and uncontrollable managers; mediocre or incompetent managers who know how to deal with subordinates; mediocre or incompetent managers who do not know how to deal with subordinates; According to the intensity of the work done and the degree of organization of the work performed by the subordinates, EE Vendrov distinguishes three types of managers: managers who do everything, decide and think for everyone; managers who do nothing personal, all their duties being performed by executors; managers who do only what is necessary, and subordinates work properly. Depending on the way in which the relations with the subordinate staff are conceived and realized, the managers can be of three types: participatory, authoritarian and participatory-authoritarian.

The participatory type manager is characterized by:
-    high managerial competence, but also a good professional training in the field of activity of the led work team;
-    joint approach with superiors, subordinates and collaborators of issues specific to the field of activity led;
-    the widespread use of delegations of authority, which contributes to strengthening the spirit of trust and initiative, of deeper involvement of subordinates in the performance of the tasks entrusted to them;
-    the ease of establishing human contacts, imposing oneself through knowledge, tact and attachment;
-    emphasizing the creation of a relaxed work climate, favorable to the development of the personality of subordinates;
-    use the prerogatives deriving from the function exercised, in particular the competence, only as a support for the achievement of the assigned objectives.

The authoritative type manager is characterized by:
-    giving priority attention to hierarchical relations of subordination;
-    reduced managerial competence and minimal concern for the enrichment of professional and managerial knowledge;
-    emphasizing the achievement of objectives, maximizing results and minimizing human aspects;
-    small-scale use of subordinate delegation and consultation;
-    lack of confidence in the potential of subordinates, which leads to excessive controls, which generates an austere work climate, reservations from subordinates and diminished creativity and initiative.

The participatory-authoritarian type manager is the most common type of manager and is characterized by:
- combining, in relatively equal proportions, the specific characteristics of the authoritarian and participatory manager;
- promoting consultation and delegation of authority, but in an authoritarian manner, which sometimes leads to conflict situations;
- in general, they get good results, and they can be seen as efficient managers.

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THE SOCIAL AND ECONOMIC IMPACT OF THE ROMANIANS' EXTERNAL MIGRATION

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Abstract: *The migration phenomenon is one with deep roots in human existence. Over the years, migration has undergone a very extensive process of transformation, changing and taking on new forms; if at the beginning it was in the form of a regional phenomenon, a phenomenon that was generated by economic, political or social factors, today it takes the form of a global phenomenon. Currently all countries are involved in this process, they have multiple qualities, such as origin, transit or destination. In this article I aimed to analyse the impact, both socially and economically, that has the external migration of the Romanian rural population, all based on the quantitative analysis of existing data, but also the analysis of theories on migration.*

Keywords: *rural migration, impact, migration directions, effects, Romania*

1. Introduction

Migration is one of the most widespread phenomena that has influenced and has had, at the same time, major consequences on individuals and societies, which continues to grow day by day. It is the amplitude of this phenomenon that arouses the interest of study and understanding of many specialists in various fields; the studies we find today are more and more numerous and remarkable.

The phenomenon of migration is the object of study for specialists in fields such as: demography, economics, geography, history, anthropology, sociology and so on; they seek to identify issues such as the root causes, but also the conditions that favour this phenomenon.

Dumitru Sandu defines migration as "an essential component of development processes. The different forms of this phenomenon are correlated with changes in the economy, social structure and quality of life. Under certain conditions and under certain aspects, migration appears as a reaction to these changes; in turn, that reaction can have effects in the areas of economic life, quality of life and social structure". (Sandu, 1984: 4). Viewed from this perspective, the phenomenon of migration appears as a life strategy.

Professor Lazăr Vlăsceanu defines the concept of migration in the *Dictionary of sociology* as a "phenomenon consisting of the movement of crowds from one territorial area to another, followed by a change of residence and/or employment in a form of activity in the area of arrival". (Vlăsceanu and Zamfir, 1998: 351)

According to the *International Organization for Migration* (IOM Romania), migration is the movement of a person or a group of people, either across an international border or within the same state. It is a movement of the population that can include any kind of movement of people, regardless of its duration, composition or

causes; this includes the migration of refugees, displaced persons, economic migrants and people moving for other reasons, including family reunification.

Oxford Dictionary of Sociology states that "migration involves (more or less) permanent movement of individuals or groups across symbolic or political boundaries into new residential areas and communities". (Gordon, 2003: 598) In this regard, it is necessary to note that migration is not just a simple movement from one territory to another, but involves much more than that, turning into a complex process that produces effects in the social, cultural, economic plan and so on.

In the chapter *International migration*, Adrian Otovescu points out that "although international migration is a phenomenon with deep roots in the history of human society, still, so far, no single and unitary theory has been developed to capture this phenomenon in its many manifestations.[...] The sociological approach to migration has, from the very beginning, circumscribed the genesis, causality, mechanism and effects of the spatial mobility of the population. Subsequently, a multitude of conditions and reciprocal links between migration and other social phenomena and processes emerged, revealing that the simple change of residence often hides - beyond the personal motivation of each migrant - impulses and social meanings that cannot be approached or understood without a permanent reference to the socio-cultural context of mobility". (Otovescu, 2010: 609-610)

The migration phenomenon is presented as a phenomenon with global dimensions, being present, in one way or another, in all countries of the world; this is a current reality that will not disappear as long as there are major discrepancies between different parts of the world, being seen, in most cases, as a chance to achieve their own aspirations as long as the country in which they live cannot provide this opportunity.

2. Evolution and trends of migration

Internationally, the number of migrants has grown rapidly in the last 19 years; According to an information note published in 2019 by the European Parliamentary Research Service, "the number of international migrants has continued to grow rapidly in recent years worldwide, reaching 258 million in 2017, up from 220 million in 2010 and 173 million in 2000". (https://what-europe-does-for-me.eu/data/pdf/focus/focus04_en.pdf)

The International Organization for Migration publishes the Migration Report every two years. According to the latest report published in 2020, the number of international migrants was about 272 million people, representing a percentage of 3.5% of the world's population. The figure below shows the graphical representation of the data presented by the International Organization for Migration, on the number of International Migrants, during the period 2000-2019. (https://publications. iom.int/system/file/pdf/wmr_2020.pdf).

In terms of distribution by sex, most migrants, 52% are male, while 48% are female.

Figure 1. Number of migrants at international level, during the period 2000-2019

	2000	2005	2010	2015	2019
■ Număr persoane	173.588.441	191.615.574	220.781.909	248.861.296	271.642.105
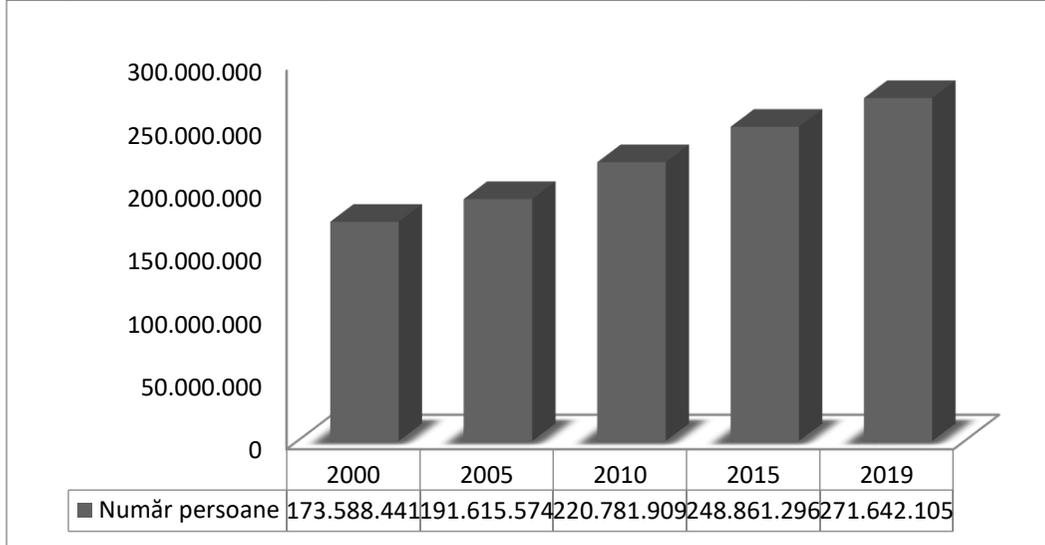
In respect of the migratory flow from Romania, it is found that there were two massive waves of Romanian emigrants; We are talking about the first wave that manifested itself with the fall of the communist regime, 1989, when the borders were opened, the second wave being in the period 2000-2012, which manifested itself against the background of economic growth and visible well-being of Western countries.

The sociological analysis of this phenomenon implies both the establishment of the structure of the Romanian emigrants, but also the share of the emigrant flows. In order to establish them, we need to take into account certain indicators such as: distribution by regions of the country, countries of destination, dynamics, and reasons for emigration, age groups, sex or marital status.

In order to be able to provide an overview and perform a complex analysis of migration, it is necessary to understand the determinants, causes and effects of this phenomenon, given that most data made known to the general public on migration aims at its quantitative dimension.

The statistical data that I will present in the following are those that count the persons who emigrated with legal forms, in the statistical records of *National Institute of Statistics* not being registered the persons who have emigrated illegally.

According to the *National Institute of Statistics*, the resident population of Romania, on 1 January 2021 was of 19,186,201 persons, in continuous decrease compared to 2010 when a number of 20,294,683 persons was included in the national records, the decline in the last eleven years being of 1,108,482 persons, decreasing compared to 2020, the year in which we find in the national statistics a number of 19,328,838 persons. (http://statistici.insse.ro:8077/tempo-online/#/ pages/tables/insse-table).

The demographic decline in Romania is based, on the one hand, on the decrease of the birth rate, and on the other hand, the massive emigration, the population becoming more and more aging, given the fact that the vast majority of people who choose to emigrate are part of the young population.

Table no.1: Distribution of the Romanian population by areas of residence, 2010/2021

Areas of residence	Year	
	2010	**2021**
	Number of persons	**Number of persons**
Total	20,294,683	19,186,201
Urban	10,942,040	10,285,960
Rural	9,352,643	8,900,241

Analysing the administrative organization of Romania on 31 December 2020, we can conclude that the rural environment is predominant, the number of communes and villages being 2862 and 12958, respectively, while the number of towns and municipalities is of 319 units. (https://insse.ro/cms/sites/default/ files/field/publicatii/romania_in_cifre_2021.pdf)

Regarding the rural-urban distribution, in 2021, according to the data presented in the table above, we can see that, in Romania, we find a higher concentration of people in the urban area, 53.61%, while the rural population represents 46.39% of the total resident population of Romania. "In terms of territory, the population by domicile is not evenly distributed. Geographical factors, but also economic polarization gradually led to a demographic polarization. Thus, in the Municipality of Bucharest is concentrated almost one tenth of the population residing in Romania (9.6%). In 2019, the counties with large population are Iasi (4.3%) and Prahova (3.6%). At the opposite pole, there are counties in which the concentration of the population is lower: Sălaj, Tulcea (1.1%) and Covasna (1.0%)". (https://insse.ro/cms/sites/default/ files / field / publicatii / tendinte_sociale.pdf)

In order to have an overview of the phenomenon of migration of Romanians abroad, it is important to analyze its evolution over several years, the period presented in the table below being between 1990-2020, the data being taken from the publications of the National Institute of Statistics. (http://statistici.insse.ro:8077/tempo-online/#/pages/tables/insse-table).

Table no.2: The dynamics of the definitive emigration of the population from Romania during the period 1990-2020

No.	Year	Number of persons who left Romania	Percentage of the total number of migrants
1.	1990	96929	**15,50%**
2.	1991	44160	**7.06%**
3.	1992	31152	**4.98%**
4.	1993	18506.	2.95%
5.	1994	17146	2.74%
6.	1995	25675	4.11%
7.	1996	21526	3.44%
8.	1997	19945	3.19%
9.	1998	17536	2.80%
10.	1999	12594	2.01%
11.	2000	14753	2.36%

12.	2001	9921	1.59%
13.	2002	8154	1.30%
14.	2003	10673	1.71%
15.	2004	13082	2.09%
16.	2005	10938	1.75%
17.	2006	14197	2.27%
18.	2007	8830	1.41%
19.	2008	8739	1.40%
20.	2009	10211	1.63%
21.	2010	7906	1.26%
22.	2011	18307	2.93%
23.	2012	18001	2.88%
24.	2013	19056	3.05%
25.	2014	11251	1.80%
26.	2015	15235	2.44%
27.	2016	22807	3.65%
28.	2017	23156	3.70%
29.	2018	27229	**4.35%**
30.	2019	26775	**4.28%**
31.	2020	21031	3.36%
	Total	**625.361**	**100%**

Regarding the migration flow from Romania, it is found that there were several massive waves of Romanian emigrants; we are talking about the first wave that manifested itself with the fall of the communist regime (1989), when the borders were opened; The data presented indicates a percentage of 27.54%, which means that more than a quarter of Romanian emigrants, out of the over 30 years subject to analysis (1990-2020), left the country in the first 3 years after the fall of the communist regime.

The next period is characterized by a stabilization of this phenomenon, being years in which the number of people who decided to leave Romania is below 8,000 people, a very small figure compared to 1990, where we find 96,929 people on the list of those who have left the country.

As a result of Romania's accession to the European Union, after 2007, we can observe a new increasing trend of the wave of Romanian emigrants.

Significant percentages are also concentrated in the current period, the years 2018-2019 being marked by percentages exceeding 4%.

The year 2020, the year in which the Covid-19 pandemic broke out, brings with it only a slight decrease in this upward trend that has manifested itself in the last four years, but not big enough as it has been circulated in the current press where we find articles mentioning the fact that approximately 1.3 million Romanians would have returned to the country, according to the declarations of the Minister of Labor of that period (May 2021), the source of the data presented by him being an external one.

In order to have a much clearer picture of this phenomenon, that of migration, it is important to distinguish in relation to the criterion of length of stay, the typology being as follows: long-term migrants and short-term migrants.

According to the methodology of the National Institute of Statistics, migrants with a change of address are persons (of Romanian citizenship) who emigrate abroad. Emigration is the action by which a person renounces his domicile in Romania and establishes his domicile on the territory of another state. The person's domicile in Romania is the address at which he/she declares that he/she has his/her main residence, entered in the identity document (Identity Card/provisional Identity Card/ identity bulletin), as it is registered with the administrative bodies of the state.

Table no.3: The dynamics of the temporary emigration of the population from Romania during the period 2015-2020

Areas of residence	Year		
	2015	**2019**	**2020**
	Number of persons	**Number of persons**	**Number of persons**
Total	194,718	233,736	192,631
Urban	103,507	116,466	96,056
Rural	91,211	117,270	96,575

If we previously analysed the situation of permanent emigrants, the table above shows the dynamics of temporary emigration of the population from Romania during the period 2015-2020, according to data from the publications of the National Institute of Statistics. (http://statistici.insse.ro:8077/tempo-online/#/pages/ tables/insse-table).

We must emphasize that migration statistics show only ordinary emigrants who change their permanent residence or for a period exceeding 12 months.

According to the data presented, if we analyse the year 2015 compared to 2020, we can conclude that in the last 5 years the phenomenon of temporary migration from Romania shows a downward trend.

Given that the year 2020 coincides with the onset of the Covid-19 pandemic, a year in which traffic restrictions were imposed both in the country and abroad, the number of people who left the country was low compared to the previous year. If in 2020 the number of Romanian migrants was only 192,631 people, the year 2019 was one that shows us the upward trend of migration, a not at all encouraging trend, 233,736 people choosing to migrate to other countries, even in pandemic times. It should be noted that the urban-rural distribution is one that does not show major differences, the year 2020 being marked by a difference of about 500 people in favor of the rural environment.

3. Social and economic effects of migration
The phenomenon of migration is a complex one that involves social, economic and cultural consequences for all parties involved, whether we are talking about countries of destination or countries of origin. Thus, it is currently seen as a key element in the changes that are taking place globally. "Bernd Schulte (1998) pointed out that migration has, first and foremost, a direct economic impact, but also affects the labour and social spheres, the social protection system, national culture and policies, international relations, inevitably leading to greater ethnocultural diversity in all states". (https://dokumen.site/download/brain-drain-a5b39f00aebc81).

In the current public agenda, at the international level, migration is a major issue. The analysis of this phenomenon reveals the way in which migration has evolved over time. In the past, at European level, the management of this phenomenon was the responsibility of the authorities of each country; At present, in the context of the emergence of the European Union, a new management of migration has developed, the member countries losing their sovereignty over this phenomenon.

In an attempt to manage this phenomenon as effectively as possible, the European Union has sought to identify the main pillars on which to build an EU-wide migration policy, as migration is a phenomenon to be managed jointly. Thus, the Member States of the European Union represent, to a greater or lesser extent, countries of origin, transit or destination; the large number of immigrants forcing the treatment of this phenomenon as an integral part of the economic and social reality.

As mentioned earlier, the phenomenon of migration is influenced by economic, political and social factors that act both in the country of origin of the migrants, the so-called *impulse factors,* as well as in the country they choose as their destination – *pull factors.*

Approaches to migration from a sociological point of view are focused on the social relations of migration, but also on the role of social networks as factors for initiating, supporting and ending the migration process. "Due to the proliferation of migration studies, theories often become a heuristic mechanism and a multitude of new conceptual frameworks emerge. Migration changes the social structure of destination states, so migration or migrants can be studied from multiple perspectives: sociological, political science, anthropology, urban studies, human geography, economics, history, etc." (Anghel and Horvath, 2006: 39)

In Romania, the phenomenon of migration has produced both favourable and unfavourable effects at all levels of society: personally, in local communities, but also at national level.

Official statistics confirm that Romania is one of the countries with a significant volume of emigrants. The data presented by Eurostat indicates that, in 2020, Romania had the largest share in the European Union of citizens living in other EU Member States, followed by Poland, Italy and Portugal. Also, the communiqué on migration, published by the National Institute of Statistics in August 2021, presents Romania as still a country of emigration, the emigration phenomenon being the second main cause of the reduction of the country's population.

The European Institute of Romania has carried out a research program on the perspectives of migration policy in the demographic context in Romania. Thus, in terms of demographic impact, research has shown that "Romania's population decline is a constant in recent decades, and declining birth rates and increasing the number of elderly people (over 65 years) confirm the process of demographic aging (given mainly by the age structure of the population). The registered data shows both long-term trends in fertility and mortality and the short- and medium-term effects of migration and demographic policies. The demographic and economic effects of this evolution will be felt over time and will bring about changes in the school population, the working population". (Suditu, 2013: 25)

From a demographic point of view, one of the main negative effects of external migration from the Romanian rural area is the loss of population, given the predisposition to stay in the country chosen as a destination, initially seasonal,

emigration countries facing a large process population aging. "The results show that migration from rural areas is considerable, and the scale of both internal and external is alarming. Young people and women in particular leave, either in the towns or abroad for work. Mostly urban people in their second age are migrating to the countryside, thus accelerating the decline of the rural labour force. At the same time, the poor education of young people in rural areas means they are condemned to low-skilled work". (Zodian, 2017:2, http://www.doctorat.ase.ro/Media/Default/ sustineri%20teze%20doctorat/documente%20doctoranzi/Rezumat_teza_zodianalex andru_RO.pdf)

As for the effects that the migration process has on the family, they are part of both the positive and the negative sphere. Although we are going back to the economic zone, one of the positive effects is given by the money that emigrants choose to send to the country, which contributes significantly to improving the living conditions of those who stay at home.

The main negative effect on the family is that of suffering caused by the lack of members who choose to leave the country in search of a better life for both themselves and those close to them, as family relationships also suffer. This effect is also manifested on those who left because of homesickness or lack of loved ones.

The main factors that determined the expansion of the Romanian emigration phenomenon are the economic and social fragility, the freedom of movement, the level of education. Thus, one of the main reasons why the migration flow from Romania has increased has been the one regarding the economic growth and the visible well-being of the western countries.

4. Conclusions

The analysis of the current Romanian emigration indicates a dynamic of economic reasons as the main cause. Thus, this type of migration has led to an increase in the number of those who emigrate temporarily. The lack of jobs, low wages and, implicitly, the poverty that affects a large number of people are good reasons for this. The publication *Social Trends* of the National Institute of Statistics, which analyses the dynamics of society on the basis of statistical data, presents the impact that international migration, particularly emigration, has on the labour market: "as the share of the working population decreases, the pressure on the remaining population to support the elderly, dependent population increases, but it also has far-reaching implications for social services, health and education systems". (INS, 2019: 21,https://insse.ro/cms/sites/default/files/field/publicatii/tendinte_ sociale.pdf)

If, from an economic perspective, the impact of labour emigration from Romania is mainly positive, we have seen that we cannot say the same from a demographic point of view, the countries providing emigrants facing imbalance and even demographic decline, given the fact that most who emigrate in search of a better standard of living are in the youth category. At the same time, Romania is losing a highly skilled workforce, a process called "brain drain".

The decision to emigrate comes as a result of a combination of factors that act on the individual, these being both economic, social and political. The departure of a considerable number of citizens abroad produces effects both at national and micro-social level. Thus, the effects that these movements have at the micro-social level are

positive if we look at it from an economic point of view, the negative effects being present at the psycho-affective level.

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EQUAL OPPORTUNITIES IN EDUCATION - A CONDITION OF A DEMOCRATIC SOCIETY

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Abstract: *Ensuring equal opportunities in education is a basic principle of any education system, including the Romanian one, fact that is specified in the very fundamental document, which regulates the achievement of education in Romania, the Law of National Education. Looking at the school reality, there arises the question whether this wish remains only an ideal or a reality. Especially in the context of the pandemic caused by the SARS-CoV 2 virus, the problem of ensuring equal opportunities in education for all students, regardless of their level of education, background, social or financial status, is even more acute etc. The study aims to investigate how all students studying in Romanian schools are ensured equal opportunities, the problem being viewed from the perspective of a special category of subjects, namely students-future teachers, who are during their teacher training program. The investigation we carried out highlighted categories of discriminated students, pointed out possible causes of this situation, outlined viable solutions to reduce these shortcomings*.

Keywords: equality; equity; discrimination; equal opportunities in education.

1. Introduction

Every system of education or learning in any country of the world is based on the idea of free and unlimited, unconditional access to education, of all children and young people, of all citizens of that country. Education in Romania is no exception to this rule. Thus, the Law of National Education (no. 1/2011), which represents the fundamental document that regulates the functioning of the educational system, mentions, in article 3, a series of principles that express, directly or indirectly this idea: a) The principle of fairness, according to which the access to educational opportunities is made without discrimination; g) The principle of the guarantee of cultural identity for all Romanian citizens and intercultural dialogue; i) The principle of the recognition and guarantee of rights to those belonging to national minorities, the right to keep, develop and express their ethnical, cultural, language and religious identity; j) the principle of ensuring equal opportunities; n) The principle of the freedom of thought and independence towards ideologies, religious dogmas and political doctrines; o) the principle of social integration; s) The principle of the organization of confessional education according to the specific requirements of every acknowledged cult.

Although the idea of ensuring equal opportunities in education is legislated, the school reality demonstrates difficulties in applying the law, in compliance with the mentioned principles, it reveals different forms of inequality, discrimination, first of all in accomplishing formal education, but also of its other forms, nonformal and informal. Certain categories of beneficiaries of education are disadvantaged when it comes to access to educational resources, facilities, the provision of quality educational services.

The present study aims to capture the main forms of discrimination, to identify possible causes and to propose, why not?, solutions to reduce the shortcomings caused

by the unequal law enforcement. In order to achieve these objectives, we rely on the experience of a group of students, who are preparing to become teachers, while investigating their opinion on this issue of ensuring equal opportunities in education in Romania.

2. Equality, equity, discrimination

According to the Online Explanatory Dictionary of the Romanian Language, equality is a "principle according to which all people and all states or nations have the same rights and the same duties, provided by the rule of law; in which case people enjoy the same rights and have the same duties" (https://dexonline.ro/definitie/egalitate).

The same Online Explanatory Dictionary of the Romanian language, mentioned above, says that equity is "an ethical and legal principle that underlies the regulation of all social relations in the spirit of fairness, equality and justice, collaboration and mutual respect" (https://dexonline.ro/ definition / equity).

In the field of education, the term equality „refers to differences in educational outcomes between sub-populations, such as the difference in the literacy scores of boys and girls, or students from low and high socioeconomic backgrounds" (Willms, Tramonte, Duarte and Bos, 2012: 3).

According to the Praxiological Dictionary of Pedagogy (Bocoș, 2016b: 83), equal opportunities in education "means the will to grant all children equal access and school treatment, regardless of their socioeconomic background, regardless of their physical potential or their intellectual abilities, ethnicity, religion, etc.

Instead, equity "refers to students' access to school resources and schooling processes that affect educational outcomes "(Willms, Tramonte, Duarte and Bos, 2012: 3).

According to an OECD definition, quoted by Thomson, Thomson (2018: 36), "equity in education means that personal or social circumstances such as gender, ethnic origin or family background, are not obstacles to achieving educational potential (fairness) and that all individuals reach at least a basic minimum level of skills (inclusion)".

By analyzing comparatively the two terms, equality and equity, Harerimana (2019: 216), quoting Nedha (2011), considers that "Equality can be defined as treating every individual in the same manner irrespective of needs and requirements" and "Equity can be defined as the quality of treating individuals fairly based on their needs and requirements."

The same author uses two famous images, regarding the difference between the two notions, created by Kuttner in 2015 (figure 1).

Figure 1. Equality and equity in images
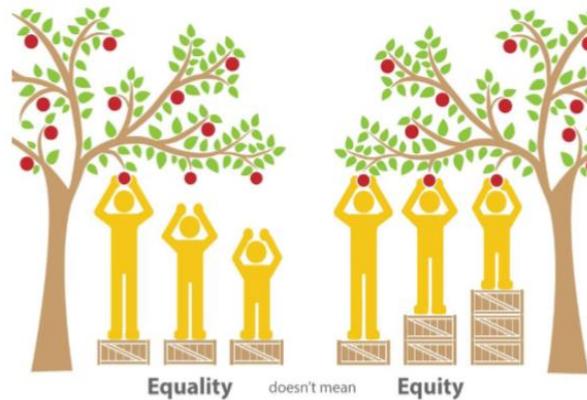
Source: Kutter, 2015, apud Harerimana, 2019: 216

Regarding the term *discrimination*, closely linked to the concepts of *(in) equality* and *(in) equity*, Dex online mentions one of the meanings as "A policy whereby a state or a category of citizens of a state are deprived of certain rights based on illegitimate considerations "(https://dexonline.ro/definitie/discriminare).

The authors of the Praxiological Dictionary of Pedagogy (Bocoş, coord, 2016a, p. 346) define *discrimination* in education as "any difference, exclusion, limitation or preference, which, being based on the criteria of race, color, sex, language, religion or other opinion, national or social origin, economic condition or birth, aims at destroying or compromising equal treatment in the field of education".

3. Forms of inequality/ discrimination

Equal opportunities in education imply (Guide for the promotion of equal opportunities in education, 2010: 20):
-   Eliminating all forms of discrimination based on ethnic or social origin, gender, disability, age;
-   Supporting the social integration of certain categories of people with special needs discriminated on the basis of ethnic or social origin, gender, disability, age;
-   Removing stereotypes based on ethnic or social origin, gender, disability, age;
-   Guaranteeing the rights of any person to social integration and professional training, regardless of their ethnic or social origin, gender, disability, age;

However, there are still forms of discrimination or inequality of opportunity at the level of educational institutions. We mention some important categories:
-   Social
-   Cultural
-   Ethnic
-   Religious
-   Of gender
-   Determined by deficiencies

Social discrimination is determined by the financial situation of the children's families, by the family belonging to a social class, considered to be of a low level. This usually includes children from low-income families.

In a 2012 study, the OECD (pp. 11-12) proposes several solutions to help disadvantaged schools and students in difficult situations:

1. Strengthen and support school leadership
2. Stimulate a supportive school climate and environment for learning
3. Attract, support and retain high quality teachers
4. Ensure effective classroom learning strategies
5. Prioritise linking schools with parents and communities

Cultural inequality is determined by the situation in which children belonging to cultures other than the majority may be marginalized or excluded, thus, in a word, disadvantaged. The same situation arises in the case of belonging to a certain ethnic or religious community. For example, in Romania, Roma communities or those of national minorities have frequently accused state institutions of not providing equal opportunities for education for children belonging to these communities.

Regarding gender discrimination, it "means that males and females have equal opportunities in terms of economic, social, cultural, and political developments" (Sahin, 2014: 60).

The importance of gender equality is supported by UN Sustainable Development Goal 5 (2016, apud Esteves, 2018: 895):

- Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world.
- Providing women and girls with equal access to education, health care, decent work, and representation in political and economic decision-making processes will fuel sustainable economies and benefit societies and humanity at large.

There is also a form of discrimination that occurs in the case of children with disabilities, who have special educational needs and who need differentiated support.

Johnstone, Shuelka, Swadek (2020), citing Megret (2008), consider the concept of inclusive education to be defined by two essential characteristics: first, "it focuses on plural rights (Mégret, 2008), meaning that the concept of 'all' is held in tension with the acknowledgment that particular populations need specific attention because of the historic exclusion from the benefits of universal rights "(p. 99), and, secondly, "inclusive education is characterized by a focus on systemic barriers that deny opportunities for presence, participation, and achievement in schools "(p. 99).

Heick (2018, apud Thomson, Thomson, 2018: 40-42) mentions 29 characteristics of a school that ensure equal and equitable opportunities for education for its students (Table 1).

Table 1. Characteristics of a good school

Nr. crt.	Heick Characteristics of a Good School
1	A good school can adapt quickly to human needs and technology change.
2	A good school produces students that not only read and write but choose to.
3	A good school sees itself.

4	A good school has diverse and compelling measures of success–measures that families and communities understand and value.
5	A good school is full of students that don't just understand "much," but rather know what's worth understanding.
6	A good school knows it can't do it all, so seeks to do what's necessary exceptionally well.
7	A good school improves other schools and cultural organizations it's connected with.
8	A good school is always on and never closed. (It is not a factory.)
9	A good school makes certain that every single student and family feels welcome and understood on equal terms.
10	A good school is full of students that not only ask great questions but do so with great frequency and ferocity.
11	A good school changes students; students change great schools.
12	A good school understands the difference between broken thinking and broken implementation.
13	A good school speaks the language of its students.
14	A good school doesn't make empty promises, create noble-but-misleading mission statements, or mislead parents and community-members with edujargon. It is authentic and transparent.
15	A good school values its teachers and administrators and parents as agents of student success.
16	A good school favors personalized learning over differentiated learning.
17	A good school teaches thought, not content.
18	A good school makes technology, curriculum, policies, and its other "pieces" invisible. (Ever go to a ballet and see focus on individual movements?)
19	A good school is disruptive of bad cultural practices. These include intolerance based on race, income, faith, and sexual preference, aliteracy, and apathy toward the environment.
20	A good school produces students that know themselves in their own context, one that they know and choose. This includes culture, community, language, and profession.
21	A good school produces students that have personal and specific hope for the future that they can articulate and believe in and share with others.
22	A good school produces students that can empathize, critique, protect, love, inspire, make, design, restore, and understand almost anything–and then do so as a matter of habit.
23	A good school will erode the societal tendency towards greed, consumerism, and hoarding of resources we all need.
24	A good school is more concerned with cultural practices than pedagogical practices–students and families than other schools or the educational status quo.
25	A good school helps student separate trivial knowledge from vocational knowledge from academic knowledge from applied knowledge from knowledgeas-wisdom.
26	A good school will experience disruption in its own patterns and practices and values because its students are creative, empowered, and connected, and cause unpredictable change themselves.
27	A good school will produce students that can think critically–about issues of human interest, curiosity, artistry, craft, legacy, husbandry, agriculture, and more–and then take action.
28	A good school will help students see themselves in terms of their historical framing, familial legacy, social context, and global connectivity.
29	A good school will improve the community it is embedded within and serves.

Source: Heick, 2018, apud Thomson and Thomson, 2018: 40-42

It is obvious that between these forms of inequality/ inequity in education there are minglings, extrapolations. Thus, an inequality determined by belonging to a minority religion or an ethnic category can also determine cultural inequality.

4. Research design

In the present study, we aimed to investigate the issue of equal opportunities at the level of the Romanian education system, from the perspective of the types of forms of discrimination that are most frequently encountered. The population we acted on was made up of students in the process of training as future teachers, who would work in an education system and who would help reduce any form of discrimination against the students.

The **objectives** pursued were:

• Identifying the main categories of discrimination in the Romanian education, depending on the frequency of their manifestation

• Knowing the students' opinion on the etiology of discrimination in education

• Elaborating a list of proposals to reduce discrimination in Romanian schools

The essential question of our investigation was the following: What are the most common forms of discrimination in Romanian schools? And it led to the formulation of a fundamental hypothesis, which guided the entire approach of our research:

Hypothesis: Are there solutions to reduce the forms of discrimination that are most frequently found in the Romanian education system?

The research method used was the focus-group interview, in which 22 subjects participated.

The tool used was an interview guide that included 7 questions that wanted to cover the issue of the main existing forms of discrimination, arguments and possible causes, possible solutions or possible forms of positive discrimination, present in schools in Romania.

The interview was conducted online, through digital platforms, on Google Meet and lasted 1 hour.

The sample of subjects consisted, as mentioned above, of 22 students in the process of training to become teachers. The sample was heterogeneous, in terms of age categories, place of residence (rural-urban), sex (M/ F) or the quality of being a teacher or not. Thus, in terms of the age of the subjects, it is between 22 years (18.8%) and 47 years (1%). Most subjects (37.5%) said they were 23 years old. All participants in the interview were female, the majority (75%) residing in urban areas. Also, 40.6% declared their quality of being a teacher.

5. Results and discussions

The answers provided by the participants in the focus group conducted on the Google Meet platform confirmed the hypothesis of our research. We are presenting, below, a synthesis of the subjects' opinion, regarding the equal opportunities in the Romanian education system, trying, at the same time, a grouping of their answers by categories.

Thus, to question no. 1, regarding the existence of discriminated categories of students in Romania, the subjects answered almost unanimously in the affirmative

(94%). Half of the students participating in the interview mentioned, as a form of discrimination, ethnic discrimination, more than a third referred to the category of children with disabilities, and over 15% mentioned social discrimination. In the opinion of the subjects, gender and cultural discrimination are not found in the Romanian education system.

The subjects argued their choice, mentioning arguments such as:
- discrimination is generated by behavioral and attitudinal differences;
- students are influenced by the social and/ or financial status of the family they belong to in order to communicate with each other, to make friends or, especially, to be treated with due respect (for social discrimination);
- social discrimination is most common in schools because children value financial status, therefore, focus on material or superficial things;
- not all students have the financial resources to learn in a good school, even if it is in the state and is free;
- students with certain deficiencies/ disabilities (especially cognitive) are often labeled as not only different (as students of other ethnicities/ nationalities or as those who come from a social environment full of shortcomings);
- the discriminatory attitude towards some categories of students is also caused by the teachers, their lack of experience, insufficient involvement, etc;
- the refusal, both of some teachers and of the students, to accept that students with disabilities study in public schools.

Regarding the possible causes, which determine a certain form of discrimination, the students mentioned:
- ignorance of the culture and traditions of the minority group;
- the tendency to generalize, to label according to the actions of some individuals not representative of the minority group;
- lack of education for those who discriminate;
- verbal and physical violence, but also the label set by the society;
- the negative image based on stereotypes, promoted from an early age in the family, but also by the media regarding people of a certain ethnicity;
- lack of desire of children belonging to an ethnic group to get involved in teaching activities, to integrate into the community and to demonstrate their qualities and talents;
- lack of promotion by teachers of tolerance, ethnic diversity and the traditions and customs of the students belonging to certain ethnic groups;
- fear of not being marginalized if they have such people in their circle of friends, who belong to disadvantaged categories;
- overcrowded classes make it difficult/ impossible to respect diversity;
- lack/ insufficiency of specialization courses for teachers;
- schools do not have the necessary infrastructure for certain categories of children with disabilities.

The participants in the interview believe that there are solutions to reduce/ eliminate these forms of discrimination. We have made a selection of the identified solutions:

- teachers should encourage the participation of children with disabilities or other disabilities, make them come to school;
- meetings/ events organized in schools where people of different ethnicities, known and appreciated in the Romanian society, could speak to students;
- organizing comforting activities with the whole class of students, to eliminate social differences;
- integrating ethnic students in various cultural programs to demonstrate the contrary prejudices;
- programs to raise community awareness of minority group issues;
- the solution could be imposed by the parents on the children through an open mentality without making any difference regardless of the social status or skin color;
- involvement of the community and local leaders in supporting the students belonging to ethnic groups, changing the attitude of the parents towards the school;
- support to increase literacy (for children belonging to certain ethnic groups).

The last question of the interview sought to know the opinion of the subjects on the existence of some forms of positive discrimination. The students listed some situations which they consider to be about positive discrimination: between the students who perform and the other classmates; special places allocated to the pupils/ students belonging to certain ethnic groups (for example, for Roma children); gender discrimination (for example, in a class made up mostly of girls, boys in small numbers are favored).

All the aspects presented confirm the idea according to which, although there are several forms of discrimination in Romanian schools, solutions can be identified to reduce them.

6. Conclusions

Any education system aims to ensure unrestricted access to the resources provided, but sometimes this goal remains only a projection. Equal opportunities refers to granting equal opportunities to all categories of students. Equity, on the other hand, seeks to provide support, assistance, access, depending on the needs, necessities and possibilities of each one.

The study aimed to investigate the representations of students who are preparing to become teachers on equality and equity in the Romanian education system, on existing cases and situations of discrimination. The answers given by the students to the interview conducted in the online version highlighted some forms of discrimination, which have a higher frequency in school. Thus, ethnic and social discrimination have a higher incidence. The category of children with disabilities is also considered a discriminated category in the Romanian school. The students identified both the causes underlying these forms, but also proposed solutions to reduce their effects. The school outlined by the students' opinions should be one in which each student finds his place, regardless of his/ her social, ethnic, religious status, needs and possibilities.

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CONFLICT OF GROUPS IN THE ALGERIAN UNIVERSITY SOCIOMETRIC STUDY

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Abstract*: Because the college is a social entity that interacts with the environment, affects and is encouraged through in reality described boundaries, and has actors who have interaction in a social-academic fabric, it ought to be highlighted this touchy entity in society, and the truth that people in it vary economic, social and cultural situations which normally form their courting with every different and their courting with As the professor is the mainstay of this social entity due to the fact for the goodness of the professor restoration this system ought to spotlight the primary actor thru the take a look at of battle and battle control that the professor reveals himself withinside the inevitable system of setting himself in alternatives that make him guard himself and his existence, many coordinates at the back of the conflicts leaving the primary project Crozier withinside the scholar has a margin of freedom to take gain of the scenario and prevail with minimum effort.*

Keywords: battle; University professor; foyer groups; strategic analysis; sociometric testing.

1. Introduction

The university is the lifeline of contemporary social life, and the beating heart of the development of all social systems, because it has a great importance in achieving development, because it is simply the source of real production, the production of human wealth that depends on the success of all operations and in all fields.

Universities are considered the title of peoples, and scientific and technological progress is their product, and experts and technicians are its industry, and from there universities are considered the factory that provides society with the human forces that drive all its capabilities, but innovative for all its developments, the minister, doctor, military, professor and..., They are the product side, as they feed all the branches without exaggeration, so for this, university to fix all formats, based go sour all areas of social life, because they link the runaway chapter between all these formats community.

The preparation of an educated and conscious generation that believes in its role and the issues of its society is the way to succeed, survive and be able to compete in this changing world, opening up to other civilizations and dealing with them has become unavoidable, and there is no point in intellectual and cultural closure, which requires that universities begin to identify mechanisms to deal with challenges through a new vision

On the other hand, if this scientific edifice "University" is exposed to a crisis, it will necessarily affect all the sectors it feeds, so many thinkers and scientists have given great interest in studying all the parts of higher education and the University in general as a social-educational structure and cultural production institution, by focusing on its

poles, Such as University professor and student, university administration, curriculum and reforms, and the way of running the University.

Algerian University is experiencing a serious crisis at all levels, as a result of historical, moral and functional accumulations that reduced the role of the University in the distribution of degrees only, and disrupted the University's function, where many researchers asserted that the university reached a situation described as serious, "The crisis at the University of Algeria, far from suggesting any kind of optimism, is more like the case of a patient struggling with death in the interest of intensive therapy" (Mairi, 1994: 169), and a researcher adds (Abdelhafid, Mekadem,1993 P 113) "We do not exaggerate if we say that some institutes do not have the minimum necessary conditions for work".

So we wanted through this research paper is to highlight some variable of the crisis, including the daily struggles and enduring manifestations of violence exist within the University and between professors, between the administration, between the student and the professor ... We wanted to highlight three poles that have become combative looking for the margins of freedom "management "professor" and "student", so we asked questions in the space of two theoretical approaches by Pierre Bourdieu and Michel Crozier.

2. Problematic

It is indisputable that the university has become in modern society and contemporary, of the most momentous social institutions, given the assigned functions of Educational, Scientific, political, and economic multi... Some of them are the formation and qualification of the human element/capital scientifically, professionally, intellectually, and politically, bringing the various productive sectors and multiple spheres of society with the manpower they need to contribute to comprehensive social development projects.

Based on this central importance of the university, it has been the subject of many dissertations and various studies in its reference frameworks and specialized referrals. In order to approach and understand this institution, the idea, role, culture and mechanisms of operation, through the sociological perspective that we adopt in our approach this is a background for research and analysis.

What we are aiming for here is the" culture of the university space", in the overall sociological concept of culture, it is values, norms, customs, traditions, laws, perceptions, trends and visions of the world... That is, everything that underpins the lifestyle of a group or society is limited in time and space (Rocher, 1995: 111) and the effects of this university culture on its young clientele and, indeed, on society in general.

Based on the sociological perspective mentioned above, the scientific approach of the University Institution, idea, role and structural and social transformations, necessitates the need to link this institution with its own sociocultural context on the one hand, and link it on the other hand, to a context in which the university has become a privileged, scientifically, socially and politically central social institution... It is this cosmic context in which educational discourse – especially formal ones – is often emphasized as a guiding reference for defining the goals, tasks and functions of the University in our societies.

Thus, what has come to be known to us as the crisis of the university - despite the reservations that may be expressed about the use of the concept of crisis – is a question that can be understood in sufficient depth only if it is linked, on the one hand, to a structural crisis in Algeria & apos; s educational and historical system, on the other hand also to the conditions of a totalitarian social system that is permeated with many elements and manifestations of crisis and disintegration at various levels and at various levels, which in most Third World societies has led to the failure of many attempts at development and modernization.

It affects and is influenced by the social environment according to the nature and form of relations that he builds according to certain criteria, including what is voluntary and what is forced and inevitable, and all this results through the constant friction between him and his colleagues at work between him and the administration as an official hierarchical organization, between him and the students, and to, Conflict and its management daily and continuously, so it engages in formal or informal lobbying groups,enters into a social network.

In this context, major problematic features emerge that can be formulated in the following questions:

What is the nature of the formation of pressure groups and what is the purpose "comparing the two department"?

B. who has a greater zone of uncertainty in the current conflict? How does this affect students' academic achievement, university level and University composition in general?

3. Theoretical approach
As already mentioned, we have relied on two approaches:

3.1 cultural capital and symbolic statement Bourdieu: where practicing teachers in their violent symbolic building for the capital of culture, social, and in his talk about the relationship of exchange bet and training between the two of Pierre Burao: "the RH-conflict is a struggle bet"(Bourdieu, 1984: 258) if rationalization for a fighter in a war situation determines the vision of destruction as long as winning means the liquidation of the enemy, the human beings in organizations and systems live with the "enemy" and the problem is not its liquidation but how they try to develop their interests at their own expense.

3.2 strategic analysis of Michel Crozier: by projecting the factory trilogy over the University trilogy and trying to show where the larger zone of uncertainty lie in the light of the conflict and the impact that this has on the entire educational process, we chose strategic analysis as an approach to reading the social reality at the University, where strategic analysis is based Crozier and Friedberg E... They reviewed their approach in their author: the actor and the system l'acteur et le système (Crozier and Friedberg, 1977), which is illustrated in Crozier's thought on clarifying what strategic analysis means.

If Crozet admits that " strategic "is not a "happy" choice, as he recalls war, he feels that he has found no better, and if we accept the following definition of strategy as "the art of power relations" – the use of force in its broad sense, that is, the play of effects, Where Actors practice to play important influences to obtain other sources of power"(Quivy and Van Campenhoudt, 1995: 93), this connotation is accepted by

"Crozier", but this strategy has the enemy of the relating to the behavior of the opponent or partner, the will of "strategic analysis" is due to the desire to understand the behaviors in which they are presumed to have but the trend is changing depending on the context friend /opponent.

Crozier and Friedberg define in their founding author of the strategic approach: "actor and system" as a guide not only to the sociology of organization, but also to the sociology of organized action, they define this strategic approach as located in the level of power relations between actors and the implicit rules governing their interaction,which each calls "les jeux games", and uses attitudes as it has a connotation outside the relationships of its members" (Quivy and van Campenhoudt, 1995: 50).

"Power is defined as a structured relationship, which is described as a relationship of exchange and thus a relationship of negotiation, as well as an unequal relationship and its instruments,and the possibility of certain individuals or groups to influence L'influence on other individuals or groups" (Quivy and Van Campenhoudt, 1995: 93), "under this relationship of power and coercion coexist with an aspect of freedom, which it is necessary to defend or expand a strategy for the social construction of collective action with its frustrations and gratifications"(Quivy and Van Campenhoudt, 1995: 113).

In other words ,the stability of these games relationships of influence among them, through the mechanics of settling tendencies that make up other games, "the system of a built-up action is a structured group of human beings who coordinate the actions of their participants through stable play mechanisms that maintain their structure,that is, the stability of their play and the relationships between them, with settlement mechanisms that establish other games"(Crozier and Friedberg, 1977: 286).

This perception refers to the importance of choices and decisions, and from it to the tools of understanding these mechanics, in particular addressing the relationship between the rationalization of the system of passage to the rationalization of the actor, limited rationalization -, where it takes into account and recognizes conflict relations, it is more about directing decisions and identifying the problem than the conflict about the cost (Crozier and Friedberg, 1977: 361).

Therefore, our choice of the Cruze approach came from a firm scientific conviction that strategic analysis is best suited to study a phenomenon of this magnitude, because the functional constructivist approach does not adopt the strategy of actors within the format, but rather takes it in a holistic manner and ignores the zone of uncertainty and the logic of play that we want.

4. Study hypotheses

1. The nature of the formation of informal groups varies between the departements "Department of sociology of Tebessa" and "Department of Sociology University of Algiers 2".

2. Students have greater margins of uncertainty than Administrators and professors.

"This negatively affected the educational process and the student used these conflicts to succeed with minimal effort".

5. Procedural concepts

5.1. *margin of uncertainty*: organization is that area in which individuals exploit and benefit from the margins of their uncertainty zone and is the result of their games, the postulates of this perspective are: Organization is a social structure or formation that results from the actions of individuals.

There are always areas to play or scattered among participants in development, and this field of freedom is defined by the actors.

To further illustrate the concept, we cite a vivid example that Crozier gave in his studies at the factory in which he tried to look at the interaction of the formats "Workshop head, production workers, maintenance workers":

There is no fixed period for the maintenance period of malfunctions in the machines or determine their time, or the organization does not determine the size of the Control imposed on the workers by the head of the workshop, if such mysterious or vague things so to speak are what Crozet calls the area of suspicion or suspicion, and the strategic actor is the one who he had more power.

Therefore, the margin of freedom is related to the area of uncertainty and how to exploit it in the framework of role-playing games, so through this study we tried to focus on this concept to study the formal centers of power and the informal centers of power acquired by the active individuals by controlling the area of uncertainty and thus expanding the margin.

5.2. *University*: the university is an institution of higher education and research, and grants certificates or academic leave to its graduates, it provides study of the third and fourth level (as a completion of the study primary and secondary school), the word university derived from the word plural and meeting, as the word collector, in which people gather for science.

5.3. *Conflict***:** "the conflict of interests differs from the conflict of ideas because it is rarely peaceful because when negotiations and efforts to bring the two protagonists together fail, they decide to confront the physical and work to turn the situation in their favor" (Bréard and Pastor, 2000: 11). So it's "a confrontation in which each side tries to alienate the other... It is a series of confrontations and clashes through which each side expresses its aggression, goals and intention to eliminate the other side despite its resistance"(Morin, 1966: 44). "The aim of the conflict is to recover a lost right or to defend oneself or to try to destroy the other party, including through bargaining, intimidation and direct and indirect violence" (Freund, 1983: 65, 66).

George Simmel distinguished between conflict and competition by saying, "the competition of individuals in a given economic unit is not a conflict but a form of interaction"(Simmel, 1995: 23).

5.4. *Actor*: through the subject of our research study it was necessary to develop a procedural concept of the concept of "actor", because we focus a lot on this concept in strategic and coordination analysis, and the fact that the format contains a group of actors, so the actor by which we mean "(Bernoux, 1985: 145) an individual or group that participates in an activity.

6. Anomie and the crisis of the Algerian university

It is astonishing to see today that, after a controversial Algerian historical trend in all respects, especially after the 1990s, which saw security, political and institutional chaos, researchers find themselves stunned by this inverted or reversed situation in

which Algerian society in general is floundering, which has been dominated by a lot of chaos and indifference in all fields, strange social phenomena that are almost a rich field for researchers in all sciences, especially the Social Sciences, have resulted in a state of absence of the authority of law.

The university has become in an unenviable position of destructive social ills that the "most pessimists" did not foresee so how and how enormous amount of problems lurking in the University, this is called Anomie phenomenon.

"It would not be an exaggeration to say that the concept of anomia was developed by Durkheim and is considered one of the main concepts in sociology", (Brahim and Errahmani, 2008: 81). This concept was used in his book "Division of Labor"(Durkheim, 1973). The term modern anomia generally means "lack of standards", and it is directly related to the normative systems on which the various manifestations of social organization are based, which conduct a particular human society, and which are embodied in the various institutions or bodies that are directly related to that society in which they exist and through it, through a kind of social contract based on trust, acceptance and their duties fairly and equitably They are guaranteed to achieve their goals in life, according to the status, status and qualifications of each individual, as this is the ultimate goal of that normative system.

The state of anomie is manifested in the state of organizational disintegration in universities, the collapse of standards, the separation between the stated goals and the correct means to achieve these goals, the blatant contradiction with the rumored official ideologies and what is happening on the ground, and the individual psychologically feels alienation, absurdity and moral collapse, which reflects negatively, isolation and deviation.

The images of alienation are manifested in various images suffered by the University professor, especially:

6.1 *lack of power***:** means the feeling of the individual not affected in public events, such as the University in which he works, or the family, society or the system in general, and the result of this lack of self-confidence, indifference and negativity, and this trait has become characteristic of almost all professors without exception, the professor has become characterized by indifference and negativity

6.2 *lack of standards*: in which the professor feels the collapse of values, norms and social relations, and loses confidence in the value of work as a way of success, and tries to achieve his goals in illegal ways, through means of intermediary or bribery or become aggressive in his dealings, criticising the situation, this reflects negatively on his family life and his work life.

6.3 *social and psychological isolation***:** social isolation begins when an individual begins to reject the rules of social behavior in members of society because its culture and rules differ with the culture and rules of others, imposing on himself a form of social isolation, which makes him feel lonely, isolated and psychological alienation, and this is clearly observed in the isolation of many teachers and their inability to weave social relations

6.4. *self-alienation*: in which the professor loses confidence in himself and his abilities and himself, he imagines his life aimlessly, although he feels that his abilities qualify him to give more but enters the stage of despair, becoming lazy about meetings and teaching, undisciplined, and thus increasing opposition and clash with his colleagues and friends.

7. Sociometric test

"The subject of sociometric is the mathematical study of the psychological characteristics of groups and thus the sociometric develops experimental techniques based on quantitative approaches.on the one hand, it examines the development and organization of groups, the place and centers of individuals therein, and on the other hand it is concerned with measuring the intensity and expansion of psychological trends that unite groups" (Morin, 1966: 26)

The sociometric test is a means of measuring the relationships that appear between members of one group, it examines the social structure in the light of the attraction and dissonance that appear in the group, since "the relationship resulting from automatic selection is different from the imposed relationship, and the status and status of any individual is determined only if we take into account all. However, the sociometric test has several problems when applied, especially if automatism does not appear in the center of the group (Morin, 1966)

In this study we asked a fundamental question: this question was addressed as a comprehensive sample inventory, that is, it is addressed to all professors in both departments, whether in tibsa or Algeria, and the question was as follows:

Remember three of your co-workers you love to work with and you love to always see them with you in the workplace? In order and by preference number one, number two, number three?

8. Stability of the sociometric scale

To verify the stability of the sociometric scale in our study by retesting a sample of 27 professors, the duration between the first and second application was two weeks (fifteen days), and using the rank correlation equation of Spearman the coefficient of stability was 0.67.

Using the second Test to measure the stability of the correlation coefficient, it was found to be statistically significant at the level of (0.05) as the calculated value (t) reached (4.514), which is greater than the theoretical value (t) (2.020) degree of freedom (25), which means that the ratio of confidence to the correlation coefficient (90%)

9. Encryption of the sociometric test

We had to, as the professors promised during the interviews and the questionnaire, to hide the names and make them symbols in the form of semantics for interactions, where the lottery was made for the professors and each name corresponds to an alphabetic letter "French", and when the letters are completed is increased (1) and then (2).

Figure 1: Sociogram represents a network of social relations between the professors of the Department of sociology and demography University of Algiers 2
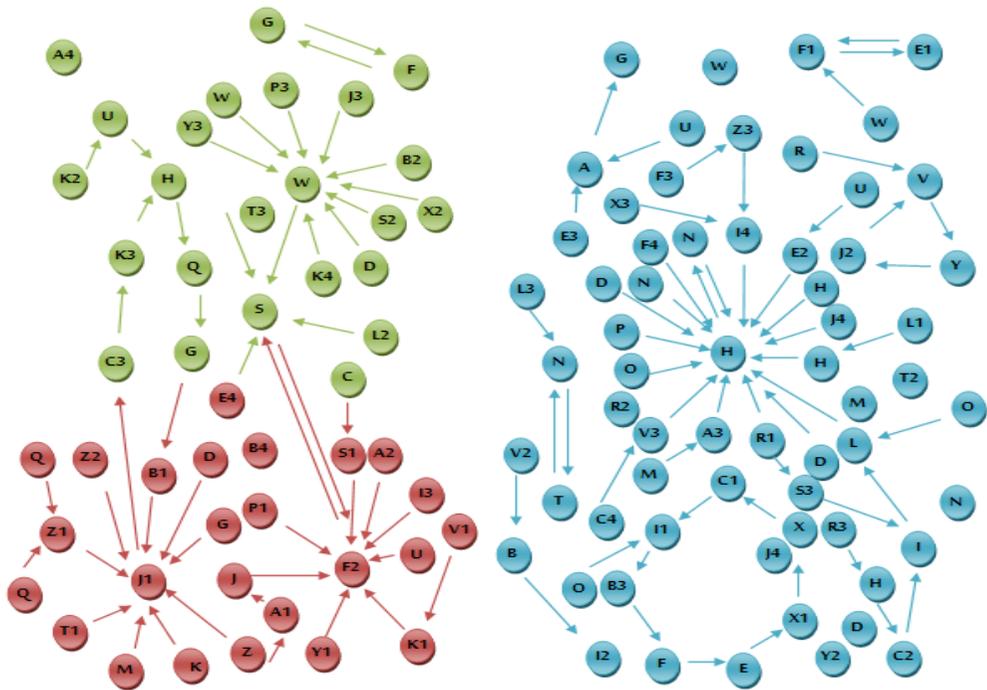
10. Analysis of sociometric test results
10.1 Analysis compendium (Figure1):

- the presence of groups, a group that seems almost isolated, and two groups that seem to be in harmony despite the scallop, but the conflict seems less acute in the work hub acceptance test, where the figure confirms that the social network that connects professors contains three large groups linked by first and second class acceptance choices.
- the existence of a conflict established by the form, in no way can a network of normal working relations be conceived to be such that it makes an almost final break between these groups of the same department.
- having "unofficial" leaders running these groups and managing the conflict.
- Label Group 1 a loyalty group because it includes official Leaders, Group 2 a loyalty group also because it holds allegiance to the official organization and interacts with it, the larger group 3 is a conflict group that has no official leaders and is almost completely isolated from other groups.

10.2 Notes and abstracts:

After changing within the community through a range of dimensions, it turns out that:

- Group 1 consists of actors who have received a composition in the French language and belong to francophone schools and ideologies, influenced mostly by the Marxist school.

- Group 2 is made up of actors who have received an English composition and belong to Anglo-Saxon schools who are very much in agreement in ideologies with Group 1.

- Group 3 consists of actors who received a composition in Arabic.

Conclusion 1: most of the conflicts between these organizations and groups are ideological conflicts based on linguistic and intellectual nerves and ideological affiliations. This confirms the validity of the first hypothesis.

Conclusion 2: By studying the answers obtained through the questionnaire shows the following: The "below average" index gets most of the answers about the teachers ' perception of the level of students in general, which is not confirmed by the overall success results of 96.45% percent, which confirms the hypothesis that students have greater margins of freedom and exploit the struggle to succeed despite their level below average, this confirms the validity of the second hypothesis.

Figure 2: Sociogram represents a network of social relations between the professors of the Department of sociology of Tebessa
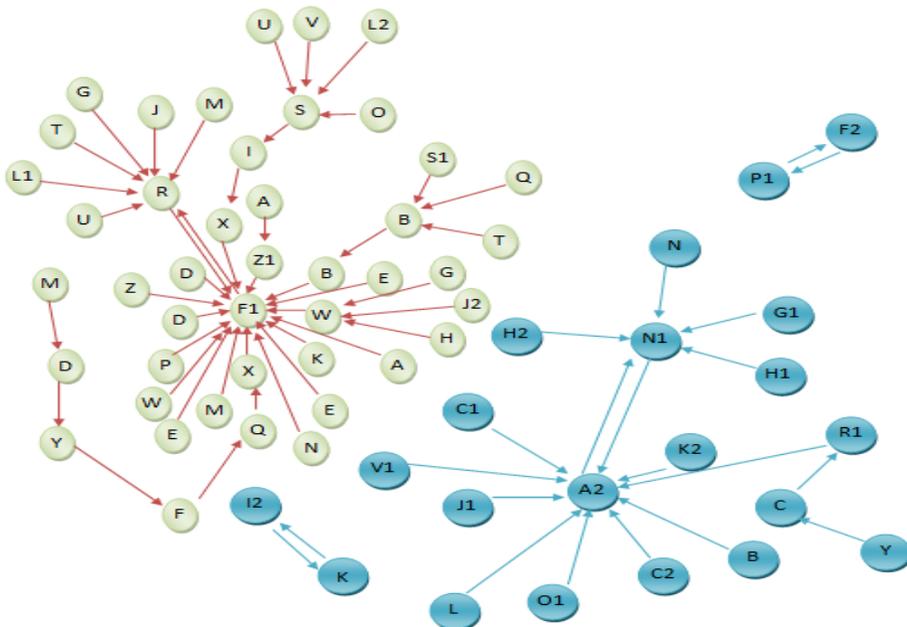
10.3. Analysis compendium (Figure 2):

- the presence of two virtually isolated groups in the work hub admission test, where the figure confirms that the social network connecting professors contains two groups linked by first-and Second-Class Admission choices.
- the existence of a conflict established by the form, in no way can a network of normal working relations be conceived to be such that it makes an almost final break between the two groups in the same department.
- having "unofficial" leaders running these groups and managing the conflict.
- Label Group 1 a loyalty group being comprising official leaders, and Group 2 a conflict group being not comprising any official leader.

    Important note: After changing within the community through a range of dimensions, it turns out that:
- Group 1 most of the actors within the group are born within the state of Tebessa.
- Group 2 all actors within the group are born outside the state of Tebessa

    Conclusion 1: most of the conflicts between these organizations and groups are conflicts regional.

    Conclusion 2: By studying the answers obtained through the questionnaire shows the following:

    The "weak" index gets most of the answers about the teachers ' perception of the level of students in general, which is not confirmed by the overall success results of 94.58 percent, which confirms the hypothesis that students have greater margins of freedom and exploit the struggle to succeed despite their low level.

    ## 11. Conclusion

    through this field study, it has been confirmed that there are conflicts between the groups active in the university environment and these conflicts vary according to the nature of the region and the composition of the professors, but these conflicts have caused the professors to abandon their real function, namely teaching and attention to the scientific aspect and to the students.they have engaged in daily conflicts that have caused the university to fall into the trap of regionalism and daily conflicts that do not serve the University. In this study, we used the sociometric test because it was an effective tool in such a study, because many of the sample members do not express their views and orientations openly, especially with regard to joining a particular group, or recognizing the practices of regionalism among them, or even recognizing the existence of conflicts, so the secrecy and perhaps the "fear" expressed by some of them made us use this effective tool

    The results of our study are as follows:
- The presence of conflicts between professors, which negatively affected their returns, the professor became busy defending himself or defending others, or busy attacking.
- The presence of regionalism and patriarchy, the less the group the more it is a character of Thrones, and the greater the character of jihadism, and become regionalism exercised over the open and in public.
- Lack of independence of the University from external decisions, research professor became forced to choose, clouding loyalty or conflict.
- The impact of these conflicts was evident at the student level, where students took advantage of the areas of uncertainty available to them and tried to expand them and

provide margins of freedom and profit, meaning success with minimal effort and investment in the ongoing conflicts.

-   Psychological and social problems serious flops where professors, as a result of psychological pressure professional that they are exposed to Daily.

-   Low level of many professors due to poor composition and framing.

-   As a general conclusion, the Algerian university is experiencing a life-or-death crisis, a serious crisis, it is in the recovery room and all researchers and knowledge must open their fields of study and sound the sirens.

Recommendations and suggestions

o   open the field for serious studies in the university environment to study conflicts and their forms and find solutions;

o   provide the University with a legal system capable of protecting the professor and the administration from abuse of power;

o   try to get closer to the problems of the University professor and find ways to remedy them and direct his abilities towards teaching;

o   create a participatory leadership system that allows players in the university community to take the initiative and the right to take the necessary measures and decisions;

o   attention to the physical aspect of the University professor, which would reduce the intensity of conflicts within the university system.

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THE LOCAL WISDOM'S ROLE IN SUSTAINABLE AGRICULTURAL SYSTEMS IN THE CITY OF TIDORE KEPULAUAN PROVINCE OF NORTH MALUKU INDONESIA

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Abstract: *Local wisdom in the agricultural sector is one of the local knowledge and people have of operating farm activities. The current environmental crisis also dramatically impacts agriculture, which is one of Indonesia's leading sectors. The study aims to know the role of local wisdom in supporting sustainable agriculture, understanding the factors that affect regional variety-based agricultural productivity, and how strategies maintain local prudence in supporting the sustainable farming system in The City of Tidore Kepulauan. The sample in this study is based on an impressive sampling technique with the number of respondents in the number of those who have agricultural land using data collection techniques using interview, dissemination of questionnaire. To get data linked to local agrarian prudence using a snowball sampling technique. The resulting data is further descriptive and uses SWOT analysis as a strategy to maintain local agricultural sense in The City of Tidore Kepulauan. Studies suggest that the local wisdom's role in the farming sector of the City of Tidore Kepulauan can be seen from land opening activities in the form of the Galasi tradition, the planting, and the post-harvest training accompanied by the Ritual Paca Goya. Local virtue plays in The City of Tidore Kepulauan in implementing a sustained farming system of cultivation, rotation of crops, and stabilization, water conservation techniques, land conservation, and not breaking away from the local cultural context and appreciating local values order, spirit and knowledge. Agriculture In the City of Tidore Kepulauan is also affected by the area of land harnessed, the needed capital, and the availability of labor in farm activity. Research has found that farm yields in a single season of 51.39% quintal and 6-9 quintal at 46.61%. In contrast, the practice of maintaining local wisdom in the agricultural sector based on SWOT analysis can be done by strengthening public social ties and indigenous institutions and maintaining local wisdom values preserved by involving governments in producing written rules.*

Keywords: Local Wisdom; Sustainable Agriculture; Agricultural Productivity.

1. Introduction

Rapid development is accompanied by an increase in population growth, causing an increase in natural resources. Excessive utilization of natural resources and from ecological rules will affect sustainability and impact worsening environmental quality. Therefore, there needs to be a guarantee of the sustainability of natural resources utilized.

Facing increasingly concerning environmental problems and the effects of increasingly uncontrolled global warming, humans are required to as much as possible live a life that is in harmony and harmony with nature to build a good relationship between humans and nature, one of which can be done by revitalizing local wisdom that becomes the outlook on life of a community of people.

Local wisdom as a result of human and environmental interaction and as a result of a long process that takes place continuously is a form of guidance, views, rules, and policies that are not written in society. In the Law of the Republic of Indonesia Nomo 23 of 2003 on the protection and management of the environment, it is explained that local aria is a noble value that applies in people's lives to protect and manage the environment sustainably.

The practice of natural resource management and environmental conservation based on local wisdom can overcome problems that have been allegedly only able to be solved using modern science and technology (Susilo, 2014). However, according to Marfai et al. (2015), local wisdom is now beginning to be threatened by the intervention of modernity and capitalism. For that, in the implementation of its sustainability, local knowledge meets many challenges.

The current environmental crisis is also very influential on the agricultural sector, one of Indonesia's leading sectors. It is known as an agricultural country with the majority of its people eyed in the farming sector. Through the Ministry of Agriculture, the Government of Indonesia seeks to increase food productivity by modernizing the agricultural sector in line with Law No. 18 of 2012 on Food. The problem was the increase in food productivity which is the government's instruction to force farmers to adopt modern farming methods that depend on the availability of chemical fertilizers and pesticides.

Excessive use of chemicals or pesticides to improve agricultural yields is only temporary. Pesticide use will further worsen environmental conditions and threaten the diversity of living things, including humans (Carson, 1990). In addition, environmental pollution, especially in the agricultural sector in Indonesia, is characterized by the presence of a green revolution. According to Vandana Shiva (1998), the green course was not based on independence but on dependence, not on diversity but uniformity. The green revolution is long-term damaging diversity, increasing costs for farmers, and increasing ecological risks, especially in drought-stricken environments.

Regarding local wisdom in the agricultural sector, the people in Tidore Islands are people whose life activities constantly interact with the surrounding nature. The process of interaction is contained of farm activities, namely land management and farming. The method of human interaction with nature in agricultural activities has succeeded in forming an order of local cultural values in various traditions that teach people how to conserve natural resources to be utilized sustainably.

The form of local wisdom of the Tidore community in maintaining ecological balance can be seen in various traditions and rituals that are carried out in line with land management activities until post-harvest. The application of sustainable agricultural systems and comprehensive integration between environmental and socio-economic aspects of farming communities is a practice in farming activities that implement organic farming systems and utilize natural resources appropriately.

The practice of managing and utilizing natural resources in the agricultural sector based on local wisdom carried out by the Tidore community does need to be studied in hopes of maximizing the management of natural resources, especially in the agricultural sector, and at the same time avoiding the damages that will occur to the environment taking into account its ecological aspects.

Based on the above bragging, the objectives in this study are as follows, Knowing the role of local wisdom in the sustainable agricultural system in the City of Tidore Islands. Analyzed factors that affect the productivity of farm products based on local learning in the Tidore Islands City. Develop strategies to maintain local wisdom in support of sustainable agricultural systems in the city of Tidore Kepualauan.

2. Theoretical framework
2.1   Sustainable agriculture

A sustainable agricultural system is defined as a farming system that utilizes renewable resources and resources that cannot be renewed in a series of agricultural production processes by reducing the negative impact on the environment to a minimum. Sustainable farming systems have become a new phenomenon that has been growing since 1990. Sustainable agriculture systems emerged as the answer to various problems resulting from applying conventional agricultural systems that use many chemicals such as chemical fertilizers and pesticides.

Sustainable agricultural development is the implementation of the concept of sustainable development aimed at increasing the income and welfare of the farm community at large. This is done through increasing agricultural production (quantity and quality) while keeping in mind the sustainability of natural resources and the environment. Agricultural development is carried out in a balanced manner and adapted to the carrying capacity of the ecosystem so that the continuity of production can be maintained in the long term by suppressing the level of environmental damage as little as possible (Fadlina, Supriyono and Soeaidy, 2013).

A sustainable agricultural system, often also referred to as an organic farming system, is not just the process of planting and maintaining crops but is an uninterrupted cycle ranging from pre-production, production to post-harvest (Nurlaeny, 2013). Sudalmi (2010) in Ruhimat (2015) explained that organic farming is defined as the ability of an agricultural business to remain productive and meet the growing human needs while maintaining environmental quality and preserving natural resources.

2.2. Factors that affect agricultural productivity

Agriculture is one of the dominant sectors in people's income and has a vital role in Indonesia because Indonesia's population works as farmers. The agricultural sector has a strategic role in national economic development. This causes agrarian land to be the main factor of agricultural production because it is difficult to replace in a farming business process (Makhfatih, 2014).

Mangkuprawira (2007) in (Dewi, Utama and Yuliarmi, 2017) explained that productivity is the ratio between the inputs and outputs of a particular production process. The information and results of agriculture greatly influence agricultural productivity. Inputs from agriculture include labor, agricultural land, and capital, while agriculture production includes agricultural products; in addition to productivity in agriculture is also inseparable from socio-economic factors around it.

2.1.1   Land factor

Rustiadi (2008) in Amanila et al. (2018) explained that the availability of sustainable food agricultural land resources is a condition for national food security.

Productivity is the ability of a factor of production (land area) to obtain output per unit area of land. Production and productivity are determined by many factors such as soil fertility, varieties of planted seedlings, sufficient water availability, use of fertilizers, proper farming techniques, the use of adequate agricultural tools, and the availability of labor.

Agricultural land tenure is significant in the production process or agricultural business and agricultural business. In farming, companies such as ownership or narrow land tenure are certainly less efficient than broader land. The thinner the business land, the more inefficient the farming business is carried out. Unless a farming business is run in an orderly and sound administration and proper technology, the efficiency lies in applying technology. Because of the narrower area, the application of technology tends to be excessive and makes an effort inefficient (Daniel, 2004). Agricultural land is a determinant of the influence of agricultural commodities. In general, it is said, the wider the land (tilled/planted), the greater the number of products produced by the land. The size of the farmland can be expressed by a hectare (ha). Farmers still use standard sizes in the countryside, such as patok and jengkal (Rahim, 2007).

2.1.2 Capital factor

The availability of capital becomes one of the factors of agricultural productivity. Empirically capital in agriculture is funds derived from owners, banks, or shareholders consisting of cash used within one growing season. Capital determines the level of fertilization costs, irrigation, labor wages, and so on. This difference in capital intensity substantially contributes to widespread disparities in agricultural productivity. Capital in agriculture can distinguish the use of two types of technology, namely traditional technology and modern technology. Conventional technology is generally used by farmers with relatively low capital, while farmers use modern technology with more outstanding capital.

2.1.3 Labor factor

Labor in the farming business is labor that is devoted to the farm's own business or family business. In economics, labor is a tool of physical force and the human brain, which cannot be separated from humans and aimed at the efforts of production. Every agricultural business that will be implemented must require labor. Therefore, in the analysis of employment in agriculture, the use of labor is expressed by the amount of labor outpouring used is the amount of effective labor used. The scale of the business will affect the small amount of labor needed and also determine the type of labor that is needed (Soekartawi 1993).

2.2. Concept of local wisdom

The quality of the natural environment is currently getting worse. The function of the natural environment that continues to degrade due to prolonged and continuous damage adversely affects the sustainability of living things, including humans. Human exploitation of the natural environment results in a gap in the relationship between man himself and his environment (Niman, 2016).

The technological engineering solutions offered are entirely unable to overcome the problem and have not touched on the issue of natural environmental

damage (Susilo, 2014). According to Mashall McLuhan (1962) in Pinantyo (2016), technological inventions and developments have changed human behavior or culture. Technology has a devastating impact not only on humans themselves but also on the surrounding environment. In line with Mashall McLuhan, Suwardi Endraswara explained that whether realized or not, damage after damage that afflicts most parts of the hemisphere is closely related to the ability of humans to find and use modern technology, in addition to changes in human mindset (Endraswara, 2016).

So there need to be efforts to protect and manage the natural environment that is integrative, sustainable, and consistent through local culture by local communities and governments because local culture or local wisdom is part of the community to survive according to environmental conditions, according to needs, and beliefs that have taken root and are difficult to eliminate (Sufia, Sumarmi, and Amirudin, 2016).

Local wisdom is a form of environmental wisdom in community life in a place or region (Holilah, 2015). So, it refers to a particular locality and community. Conceptually, local wisdom is human wisdom that rests on a traditionally institutionalized philosophy of values, ethics, ways, and behaviors (Mariane, 2014).

Local wisdom is often conceptualized as local wisdom, local knowledge, or local genius (Mawaddahni, 2017). Local learning is related to the attitudes, views, and abilities of a community in managing its natural and social environment that fosters the ability of the community to build resilience and growing power by utilizing the potential of natural resources and human resources (Sukari, Purwana, & Mudjijono, 2016).

According to Sonny Keraf, local wisdom is all forms of knowledge, beliefs, understanding, or insight, and customs or ethics that guide human behavior in life within the ecological community (Keraf, 2010). In addition, the management of natural resources aims to improve the community's welfare as a whole (social well-being) in a sustainable manner, especially in local communities that live in the area of natural resources (Tziaraputri & Ledy Diana, 2017).

2.3. Local wisdom – based agriculture

Indonesia's agricultural activities are very close to cultural activities. This cultural element then places Indonesian agriculture as a strength and a differentiator with other countries that also conduct agricultural activities (Akbar, 2016). The relationship between wisdom and culture is very close. The knowledge of local culture reflects the cultural behavior of its people, who are backgrounded from the nature and behavior of Indonesian society (Kurima, 2016). As a product of culture, local wisdom is born because of the need for values, norms, and rules that become a model for doing an action (Alpis, Sayamar and Kausar, 2016).

In the context of agriculture, in this case, traditional farmers have local knowledge that they use for farming efforts. According to Langerodi (2013) in Kurniasari et al. (2018), conventional farmers have local knowledge that can be utilized as a principle to develop agricultural empowerment. A study on the influence of local culture on the motivation of farming arfak people in West Papua showed that the spirit of working in the garden, such as knowledge of garden rotation, maintaining forests, and agricultural patterns helped encourage the acceleration of development while maintaining natural sustainability (Mulyadi and Iyai, 2016).

Management of agriculture based on local wisdom is a pattern or system of smart farming used as a guide in which it is implied that the function of the land as a source of livelihood must be maintained so that the sustainability of the process can still be obtained (Ginting and Harahap, 2016).

3. Research Methods

This research was conducted in Topo and Gurabunga Villages in Tidore Subdistrict and Kalaodi Village in East Tidore Subdistrict, Tidore Islands City. The selection of this location as a research location is determined based on the consideration that the three villages are a village that is still thick with local wisdom customs, especially in agriculture. The research will be conducted from November 2019 to January 2020.

The sampling determination in this study was based on purposive sampling techniques and using snowball sampling techniques. The decision of samples is the people who have monthly agricultural land. In this study, the determination of informants is based on several key informants who are considered to know the most about the information to be studied, namely about local wisdom applied in agricultural activities. The critical informant is the lurah that represents government agencies and indigenous figures as representatives of indigenous institutions. These key informants then developed into several informants through snowball sampling techniques.

Table 1. Number of research samples

Neighborhoods	Number of KK	Percentage (%)
Topo	112	112/100 x 25 = 28
Gurabunga	98	98/100 x 25 = 25
Kalaodi	74	74/100 x 25 = 19
Sum		**72**

This study uses descriptive data analysis to illustrate the local wisdom of the Tidore Islands community in agricultural activities. SWOT analysis as a draft strategy maintains local wisdom applied by the people of Topo, Kalaodi, and Gurabunga villages in farming activities.

4. Result and Discussion

4.1 The role of local wisdom in support of sustainable farming system in Tidore Island City

Based on the results of research and observations in the field, it is explained that the people in the villages of Topo, Kalaodi, and Gurabunga in carrying out farming activities still apply the way of farming inherited by their ancestors. The customary agricultural land management used by local farmers is reflected in the farming process, followed by various traditions and rituals. For example, the practice *of excavation* in the process of opening or clearing new planting land, planting time determined based on agreement with village elders to avoid unlucky days or bad *range,* and *paca goya* rituals performed when farmers reap the harvest.

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4.2 Land clearing

The work of clearing agricultural land, known as *the gelation* tradition, is an event of the farming community in Tidore who did not forget to include rituals led by indigenous elders so that the work is smooth and there are no disturbances. Based on the results of field observations and interviews, local people are more interested in carrying out *galasi*traditions. This is because the tradition of *galasi* as local wisdom socially further strengthens family relations and, from an economic point of view, saves more costs in managing land.

Related to the area of land used for planting activities, the people in the villages of Topo, Gurabunga, and Kalaodi generally utilize land with a size of ± 200-400^{m2} and spread in several locations. To take advantage of the limited land area, farmers usually apply cropping patterns as an alternative to maximizing profits and stabilizing income. Local knowledge applied by farmers in Topo, Kalaodi, and Gurabunga villages indirectly also minimize the impact on environmental conditions. This is seen from the way local farmers use sleeping land and conduct soil and water conservation in land use activities by utilizing local knowledge inherited for generations by previous ancestors. Local farmers have local knowledge that is passed down through generations, namely land rotation, water conservation techniques, and soil conservation.

4.3. Planting

Based on the interviews with farmers in the villages of Topo, Kalaodi, and Gurabunga related to the determination of planting time, it is explained that the decision of the right time in the planting process to avoid unlucky days becomes a critical factor. By the local community known as *wange nahas.* To find out *the nahas wange,* farmers usually calculate the names of days in one month following the local calendar of Tidore or ask directly to the indigenous elders. The determination of planting time also relies on climatic conditions by waiting for the rainy season to get enough water supply.

Planting patterns applied by local farmers are patterns of planting polyculture type of *overlap (intercropping)* with a combination of various kinds of plants in one farm and a cropping relay pattern *that* is by inserting one or more types of plants other than staple plants. There are types of palawija plants and annual plants such as nutmeg, cloves, and cinnamon.

From the existing agricultural system model, based on the results of observations in the field, there is an application of agroforestry systems, where there is a combination of the agricultural, plantation, and forestry crops. Crops of palawija and horticulture are grown with an area of only between 200-400 m^2 grown amid plantation crops such as cloves and nutmeg and other woody plants. The characteristics of such planting patterns correspond to producing designs according to the classification of Napoleon T. Vergara (1981). One of these patterns is *Trees Along Border* (TAB), a way of planting trees on the edge of land and crops in the middle. Conditions like this show that the cover of ground that is opened is not too large, woody plants can serve as a fence/barrier of crops, and there is no competition of nutrients that can interfere with crop growth.

4.4. Fertilizing and care of plants

Based on the results of interviews with local farmers, it can be explained that in the use of fertilizer types, farmers who are in the villages of Topo, Kalaodi, and Gurabunga use organic fertilizers and inorganic fertilizers. Organic fertilizer in the form of burning leftover ash and one type of plant, namely gamal leaves *(Gliricidia sepium)* which is believed to fertilize plants.

The farming community in Topo, Kalaodi, and Gurabunga villages in utilizing gamal leaves *(Gliricidia sepium)* or known to the local community as *sombar* leaves, is enough to be done by scattering leaves into the land that has been planted crops. In addition to being an organic fertilizer medium for cultivated crops, gamal leaves can also be used as vegetable pesticides that protect crops from pest attacks and the use of rangrang ants *(Oecophylla Smaragdigna)* to prey on pests that attack farmers' crops. Local knowledge of local farmers in fertilization patterns is also seen from the application of fertilization using gamal leaves *(Gliricidia sepium)* by scattering the leaves to land that has just been planted with cultivated crops. Adi & Aini (2018) explained that fertilization through leaves is considered more effective because plants more easily absorb nutrients. This is because the leaves are able to absorb fertilizer about 90%, while the roots are only able to absorb about 10%. The explanation conveyed by the respondents above is also reinforced by the opinion of Sukmawati & Zein (2016) who said that one possibility to replace inorganic fertilizers is the use of ash derived from plants (Plant*Derived Ash* or PDAsh), such as from copra ash, coconut coir, rice straw burning waste, firewood burning waste from the kitchen, and chaff.

4.5. Harvesting

The belief of the local community before harvesting agricultural products is to determine the right time in harvesting activities, as well as carrying out rituals for the abundance of crops. Harvest time also affects the quality of the plants produced. Generally, the harvest is done in the morning when the sun has just risen because the day is bright enough. However, the ambient temperature is still low enough that it can reduce damage due to product respiration and also increase the efficiency of harvesting.

Based on the results of interviews with respondents who work as farmers in the villages of Topo, Kalaodi, and Gurabunga can be explained that related to the way or technique of harvesting, local farmers still rely on manual harvesting techniques. The harvesting process is enough to use a knife to separate the fruit from the stalk, or if the harvest is a type of tubers, it is enough to be removed manually using hands or by using traditional tools of horses. In *post-harvest activities* of agricultural products, do not forget the local community performs rituals overabundant harvest. The post-harvest ceremony is to give offerings from the harvest to the spirits of ancestors who are placed in sacred places. In topo society, Kalaodi and Gurabunga, the tradition is known as *"Paca Goya"*.

Paca Goya ritual is a procession of ritual traditions typical of kalaodi indigenous people on the hills of the Tidore mountains in peace and friendship with the environment. Paca *Goya* ritual is also a way for indigenous peoples to deliver prayer requests to God traditionally in the hope that it is blessed in the form of a fertile nature, a nature that continues to faithfully provide and meet the needs of living beings.

4.6. Factors that affect the productivity of local wisdom – based agricultural products in the Tidore Island City

4.6.1. Land

Based on the results of the spread of questionnaires to respondents, it can be explained that the land worked by farmers in Topo, Kalaodi, and Gurabunga villages with an area of $200 m^2$ by 9.72%, 300 m2 by 30.50%, 400 m2 by 45.83%, and >500 m2 by 13.88%. Based on the interviews with local farmers, it can be explained that with a limited land area, farmers are trying to increase agricultural production by regulating planting patterns in each land use. The application of a polyculture planting system *(intercropping)* is a pattern of planting that is widely applied by farmers in Topo, Kalaodi, and Gurabunga villages by planting more than one plant simultaneously in the same land, such as planting peanuts combined with corn and long beans simultaneously on one ground.

In addition to the planting pattern, farmers in Topo, Kalaodi, and Gurabunga villages also utilize land by implementing an agroforestry system that combines food crops with annual crops in one land. Land use for a combination of food crops and year crops such as nutmeg, cloves, and cinnamon is done by placing yearly crops on the supply of food crops. Land use patterns by applying the convention of polyculture planting types and agroforestry systems by local farmers rely on local knowledge passed down through generations. Local farmers utilize agricultural land use practices to anticipate crop failure in food crops and increase land productivity.

4.6.2. Modal bibit

Based on the study results, it can be explained that the capital spent by farmers in the procurement of seedlings depends on the area of arable land. The greater the size of arable land, the greater the money needed and vice versa. Based on the results of interviews with farmers in the villages of Topo, Kalaodi, and Gurabunga it can be explained that when the harvest season arrives, the harvest is then separated in part as seedlings to be planted in the next growing season, then the rest can be sold or for daily consumption. Separating some of the crops that will be used as seeds for the next growing season succeeded in suppressing farmers' spending in buying seeds sold in the market.

4.6.3. Fertilizer capital

The average amount of fertilizer value needed by farmers from 72 respondents is Rp. 40,000-79,000 by 2.78%, Rp. 80,000-119,000 by 79.16%, and the use of fertilizer with a value above Rp. 120,000 of 18.05%. The capital used by farmers in Topo, Kalaodi, and Gurabunga villages is quite small because the majority of farmers use organic fertilizer to fertilize cultivated crops.

The type of organic fertilizer used by local farmers is the ashes of wood-burning or grass, and it is believed by local farmers to fertilize the soil before the planting process. In addition to burning ash, another type of organic fertilizer used by farmers is green foliage such as gamal leaves *(Gliricidia sepium).*

4.6.4. Labor capital

Based on the results of interviews with farmers in Topo, Kalaodi, and Gurabunga villages, it is explained that in one growing season, landowners do not need significant

capital for labor costs. This is because local farmers still apply the tradition *of galasi* in farming. The galation practice makes farmers do not need to think about capital considering in land use until the harvesting process is done in gotong royong. There is a tradition *of galasi. Landowners* only provide costs for the consumption of working members. The wages provided by landowners in the harvesting process are to give a little harvest obtained to each member of the *galasi* group formed since the time of the land-use plan.

Relying on the tradition of *galasi,* with the application of the cooperation system, can economically benefit members involved in farming groups and have the same rights and obligations. Actors or members no longer incur costs but with reciprocal services to reduce production costs, increasing farmers' incomes.

4.6.5. Labor Factors

The number of workers needed in new land management in farming activities with the most significant digit is 6 to 7 people. This is very much related to the Galatian tradition applied by local farmers. The amount of labor will help each other in farming activities, from land use or new land clearing to the harvesting process. The number of 6 to 7 people is determined to do the turnaround does not take a long time.

Local wisdom based on family and mutual spirit helps each other in the farming activities of the local community not only maintains relations and maintains solidarity between farmers but can also reduce production costs in new planting land-use activities to the harvesting process, which can increase farmer's incomes.

4.7. Strategic to maintain local wisdom in support sustainable agricultural systems

4.7.1. Strenght

1. Have strong social ties in the customary institutional system
2. There is local wisdom in agricultural activities in the form of galasi traditions and *paca goya* traditions.
3. The practice of agroforestry in farming.
4. The use of traditional tools in land management can save costs.
5. Plant keepers by using natural pesticides such as using sombar leaves and rangrang ants to repel pests disturb there are cultivated plants.

4.7.2. Debilitation

1. Rules that are applied customarily in oral or unwritten form.
2. The development of modern technology can change the mindset of farmers in the use of modern technology.
3. Lack of community participation or the younger generation who continue and maintain local wisdom for generations.
4. Lack of attention of local authorities in supporting and developing, and even maintaining local wisdom.

4.7.3. Chance

1. The values of local wisdom are in the form of traditions still maintained by the local community.

2. It was strengthening the ropes between all by mutually gotong royong in village activities. Its attraction to tourists to know the local wisdom and community traditions.
3. It is maintaining and preserving nature by not damaging the heart because of the assumption that there are subtle creatures.

4.7.4. Threat
1. Outside cultural influences and modernization within the agricultural sector are influencing farmers to adopt modern farming methods.
2. The diminishing interest of the younger generation to plunge into agriculture.
3. Poverty can affect farmers with actions that are contrary to existing rules and norms.

5. Conclusion

Based on the results, discussion and analysis of data concluded as follows: Farming activities in the people of Topo, Kalaodi, and Gurabunga in its implementation rely on local wisdom in the local area. Includes gelation traditions in the use and cleaning of new planting land. Trust in the unlucky day (range nahas) for the determination of time in starting farming activities. As well as carrying out the paca goya tradition during post-harvest. Factors that affect agricultural productivity include land utilized, capital needed, and the availability of labor intended for farming activities. Some factors that affect agricultural productivity are also carried out following local wisdom trusted by local communities to increase the productivity of farm products. Srategimaintaining a sustainable farming system based on local knowledge can be done by strengthening social ties of community and traditional institutions and maintaining the values of local wisdom that are still held by involving the government in giving birth to written rules.

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INTERPERSONAL RELATIONS IN PRESCHOOL EDUCATION UNITS IN THE CONTEXT OF THE COVID-19 PANDEMIC

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Abstract: *Personality characteristics are formed and self-created through a mechanism built in society and a special tool - interpersonal relationships. Relationships within educational units, between colleagues, can influence the efficiency of teachers, in order to develop a balanced educational process. The study was conducted to ascertain the quality of interpersonal relationships between directors of preschools in urban areas, teachers, preschoolers and parents of preschoolers in the context of the Covid-19 pandemic, during the period of teaching activities that took place online at the beginning of 2020, starting with March 10. We conducted a sociological survey, using the questionnaire as a research tool, because the realistic concept that has earned its deserved place among theorists and practitioners, is that we should not absolutize the two terms of the educational process, teacher - subject, but must look as mutually receptive partners who are co-participants in the interaction. The directors of the pre-school units also played an important role in that period, because they have to carry out a complex activity of designing, preparing, organizing, coordinating and administering the elements involved in achieving educational objectives. The interaction of directors with teachers and parents involves complex skills.*

Keywords: interpersonal relationships; preschool; education; teachers.

1. Introduction

Personal relationships linked to the surrounding reality are determined by value orientations and mutual understanding, the ability to tolerate differences between people, the sense of belonging and the feeling of satisfaction.

Researchers in the field designate interpersonal relationships as conscious and direct psychological alliances between people. Interpersonal relationships are presented as a support based on which the formation and discovery of the self and of the other takes place. The relationship with a person involves understanding them, transposing them into the world of their thoughts, feelings, relating to their behavior and expectations.

Norbert's Dictionary of Psychology defines interpersonal relationships from a broad perspective: human relationships, interpersonal relationships within a group (Norbert, 1996: 346). Interpersonal relationships are established and developed based on the background of communication between individuals. Some relationships, such as those with relatives or close friends, tend to be close, meaningful relationships that last for many years. Others, for example, those with schoolmates, acquaintances and colleagues at work, may not be as close and may last as long as those people live or work together (Milcu, 2005: 226).

They have a pronounced moral character, because through them the individual seeks the realization of good or evil, either in relation to himself or in relation to others.

Through them, human behavior is valued, ie it becomes positive or negative, accepted or rejected from a social point of view.

Such a peculiarity is acquired over time, being instituted or functioning only when people reach the consciousness of identity and human value.

Defined in an original way, interpersonal relationships are formed between two or more people who each have a certain individual linguistic, cultural and human background, but who can still proceed, through interaction, to create a substantially common understanding of the world around them, which they formulate in the discussions they have and which they apply in their daily relational behavior (Zlate, 2004: 274).

The pandemic has revealed several problems in the field of education, such as: lack of infrastructure, protocols and online working methods (Cerbuşică, 2020: 3).

Intrapersonal communication must be as objective as possible, but it must be based on a positive attitude towards oneself, having a positive thinking in relationships with those around us.

For a long time, the educational process, the teacher-student interaction was viewed unilaterally, in the sense that only the teacher influences him, he must influence the subject of education.

Didactic communication, as a particular form of human communication, consists in a "complex and multi-channel transfer of information between entities (individuals or groups) that simultaneously and successively assume the roles of transmitters and receivers signifying the desirable contents in the context of the instructional- educational process" (Cucoş, 2002: 177).

In the absence of a decent technological infrastructure at the level of teachers, but especially at the level of students, without consistent skills in the area of digital skills of teachers, without access to dedicated online platforms, with poor digital teaching and multimedia resources, without a time horizon or intended for online activity, teachers were forced to support teaching activities in a very special regime. (Botnariuc, 2020: 9)

2. Particularities of interpersonal relations at preschool level

In the preschool period, students actively accumulate social knowledge without which the human individual would not assert himself as a personality. Interpersonal relationships represent the framework, the context of shaping and formation, as well as the gradual crystallization of personality traits, which are nothing but internalized interpersonal relationships. From this point of view, relationships are not only the content of the personality, but also its essence. Personality will be the mirror and expression of the relational plan.

In the period from three to six years, the child is characterized by a great openness to the environment, by a lively curiosity, by the desire to find out the cause of processes and phenomena perceived or talked about, manifested by the high frequency of questions. Why? and What's this? The child is like a sponge that absorbs information, with a wide eye open to the world, with an ear attentive to everything that is said around.

Similar to the Member States, in Romania, starting with March 2020, "the COVID-19" crisis has reconfigured educational practices from the "face-to-face" interaction to the online environment.

The reopening of educational institutions in the school year 2020-2021 was done worldwide under the special conditions imposed by the pandemic with the new coronavirus SARS-COV-2. Central and local authorities have thus been faced with new challenges, unprecedented in the last hundred years, to manage the educational process that traditionally involves communities of children and young people in the best possible physical distance.

In this epidemiological context, on September 14, kindergartens were to reopen, for most children after a "vacation" of 6 months, because in the case of many online courses held between March and June 2020, or could not take place due to lack of the necessary infrastructure or training, or have been carried out superficially, in the absence of clear regulations in this regard. The more than three months of online education at the end of the previous school year were a good opportunity to identify deficiencies in the education system, as a premise for correcting them during the summer holidays in order to adapt the activity to the challenges of the "pandemic school".

The kindergarten, as the first institution for the culturalization and socialization of children, for their preparation for school integration, has a decisive role in the construction of future schoolchildren, in their intellectual, personal and social development.

The relationship between kindergarten and school must be a relationship of continuity aimed at: planning, organization, objectives, content, methods, means, teacher-child relationship.

Distance learning has shown that it is necessary to organize special activities with parents (a valuable resource among educational actors, who can attract and inspire their children in various activities), both in terms of their pedagogy and the use of digital tools. The first step was more insistent communication of teachers with parents, who needed to be informed in a timely manner about online teaching methods and distance learning objectives in times of crisis (Cerbusica, 2020: 31).

3. Methodology

To carry out this research we used the sociological survey, using the questionnaire as a research tool. Through the efficient use of the questionnaire, we wanted to discover both the opinions, interests and characteristics of the judgments, as well as the interpersonal relationships created between teachers, parents and the management of educational units in this period of preschool education conducted online.

The questionnaire consisted of several questions, to which were added identification questions (such as the name of the school). These were applied online through the google forms platform to a staff of 150 teachers from preschool education units in Pitești, Argeș County. The questionnaire was sent to the target group via social networks and WhatsApp.

The aim of the research was to analyze the interpersonal relationships between teachers, parents of preschoolers and management in the context of the Covid-19 pandemic in preschools in urban areas during this period of online education.

The objectives of the research were: to identify the quality of the existing relations between the teachers and the parents of the preschoolers, as well as to

discover the ways of the relationship between the teachers and the directors of the unit.

The general hypothesis from which we started this research was the following: assuming that the relationship between teachers and the director of the unit is based on respect, cooperation and teamwork to fulfill their tasks and obligations regarding the development of the educational act, then collaboration teachers-parents of preschoolers, as partners of the kindergarten, will be maintained in appropriate parameters, and preschoolers will be able to acquire the appropriate acquisitions. The limit of the research undertaken is that of using the questionnaire online, in which the questionnaire operator no longer has absolute control over the study: it can often happen that the questionnaire circulates and the respondents encounter difficulties in completing it.

From the point of view of the structure of the sample according to sex, all respondents are female out of the 150, because in preschool education 100% are female teachers.

SEX	Number of respondents	%
Female	150	100%

4. Discussions and results

When asked about the type of relationship that should exist between teachers and directors, some teachers (40%) answered that they have a professional relationship with the school director. No teacher considers that there can be a friendly relationship. 60% of teachers consider it more important to have a collaborative relationship with the director of the unit to achieve performance.

Figure 1: *What kind of relationship should there be between principals and teachers?* (a. professional, b. friendly, c. collaboration)
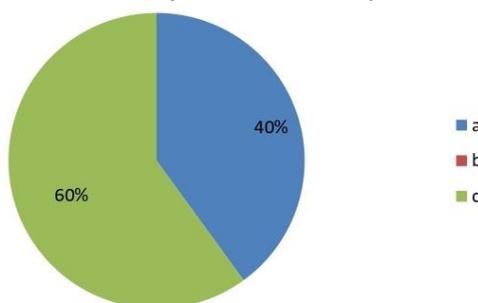
The collaborative relationship is one of the most important and basic of social relationships. The director can be appointed from outside the working group or from within it, as a rule, the one who has more experience or who knows more about the organization and management, about the work tasks that aim at the management of the educational unit. Relationships in work groups are different from those at home (with family) or with friends. They are based on cooperation in organized groups and hierarchy, which differ from social contacts.

As a result, organizational communication is not a spontaneous and natural process. It must be designed in such a way as to allow collaboration, a process that aims

to achieve a predetermined goal, necessary to achieve the ultimate goal of the organization.

Figure 2 shows that all teachers responded positively whenever requested by the management of schools, although the COVID-19 pandemic greatly influenced the communication process at the level of organizations.

Figure 2: Do you respond positively to the demands of the management of the unit?
(a. yes, b. no, c. sometimes)
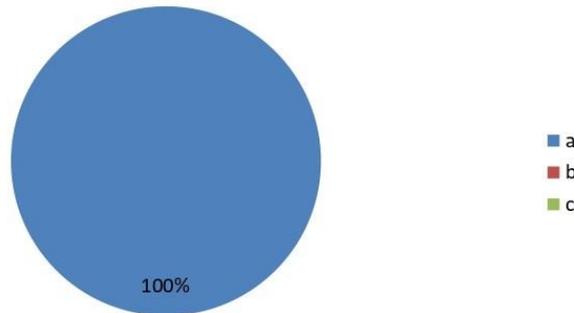
Regarding the communication with preschoolers, 80% of the teachers stated that they had a very good collaboration with the parents. Communication contributes to understanding and addressing fears, misinterpretations by parents. Only 20% of teachers have a good relationship.

It is thus obvious that parents and teachers share a huge responsibility. Together they form the desire of children to learn and work. Good communication between them is essential for success, in order to motivate children to learn and to develop their interest in this direction.

Figure 3: *How is the communication between teachers and parents of preschoolers?*
(a.very good, b.good, c.satisfactory)
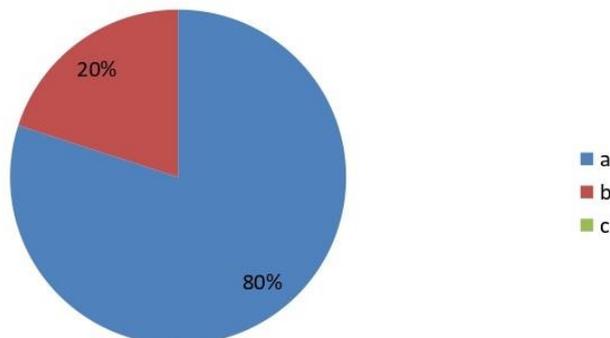
Communication solves almost any problem. When the parent is constantly interested in the evolution of his child, it will be easier for him to identify the weaknesses of the little one and help him to overcome his difficulties of understanding.

It is very important that the relationship between parent and educator has a positive aspect for the good development of the child.

Regarding the existing relationships between teachers and parents in this period of online education, 67% of teachers responded that they have a collaborative and respectful relationship with parents, only 33% of teachers had a calm and positive relationship.

Parents and educators must be the perfect teammates in educating the child. A good parent-educator relationship helps parents to know the educational evolution of the preschooler and to come to his aid, helping, at the same time, the teacher. An interpersonal relationship evolves over time only on the condition that the parties ensure an understanding of the partner and adequate responses to requests of a cognitive and affective nature.

Figure 4: *What kind of relationship exists between teachers and parents of preschoolers?*
(a. of collaboration and respect, b. calm and positive, c. does not exist)
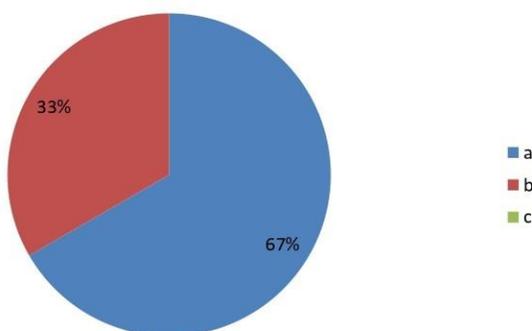
The teachers made known the regulation of organization and internal functioning of the educational units during the meetings with the parents. The regulation was made available to everyone whenever it was necessary, in order for the proper functioning of the educational units, to know the rights and obligations of each one.

During the quarantine period, if we refer to the efficiency of distance learning, the activity of preschoolers was certainly the most affected of all levels of education, being a real challenge (for older preschoolers) or even impossible for younger ones. However, parents received tasks from educators regarding the organization of time and activities, advice for effective communication, based on landmarks known to children and with a strong emphasis on emotions. It is also important how the constant communication between parent and educator was organized, the games and toys that attract the preschooler to meet the parents and children with activities customized to the interests of the children.

The tools and strategies used for remote connection were different: through video, videos with interactive activities, songs, simulations, applications, etc., which the educators sent to the parents for the children or through video conferences in small groups. However, more important than the selected methods was the objective of the interaction during this period, namely the direct connection with the preschooler. Many educators and parents have realized that it is not so much the teaching projects

or the written curriculum that matter more, but the emotional state of the children and parents is a priority in this period of isolation. The educators instructed the parents that it is important for the children to start the day with video games / cartoons, in order to diminish the risk of demotivation towards the activities with subsequent higher educational value.

Figure 5: *Did you present to the parents the regulation of organization and internal functioning of the educational unit?*

(a. yes, b. no)
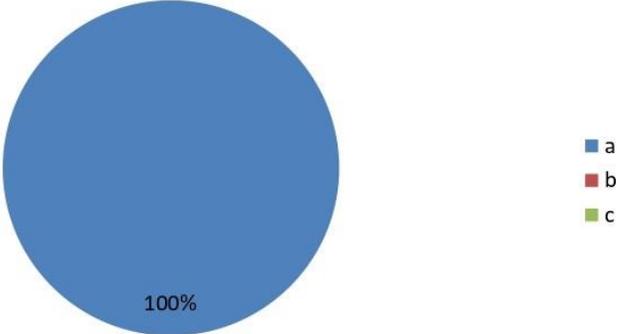
Regarding the existing interpersonal relationships between teachers, the majority of teachers (93%) considered that they have a relationship of cooperation and communication with other teachers in their school, and (7%) considered that they had a relationship rejection, probably from colleagues. People differ from each other in intellectual ability, physical ability, available energy, education, training, experience, personality, interests, aspirations, etc. Although these individual differences set the limits of their performance, motivation is an important factor in determining how and to what extent each person uses their skills and directs their efforts and turns them into performance.

Figure 6: *What kind of relationship is there between teachers in the school?*

(a. cooperation and communication, b. rejection)

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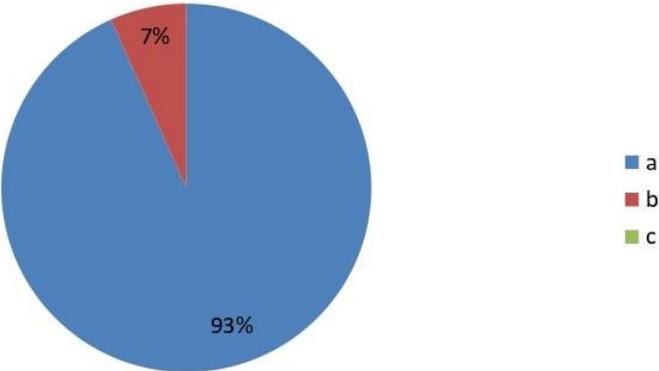
Teachers responded unanimously that they communicated with the help of technology. During a crisis such as the COVID-19 pandemic, strengthening communication, transparency and trust was crucial to implement measures to limit the spread of the virus.

Figure 7: *Did you use communication technology?*
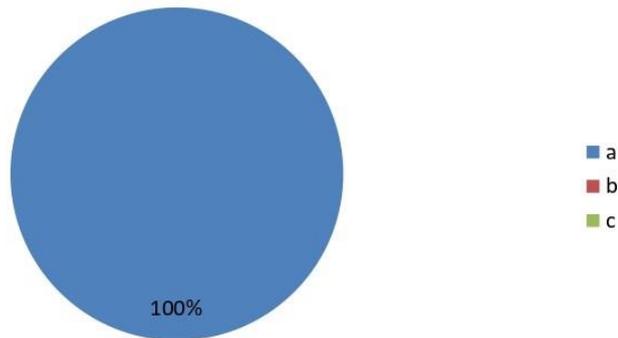
For a better communication during this period, various communication channels were used:
1. meetings or discussions in the online environment (Zoom, Skype, etc.);
2. E-mail;
3. the website of the educational units or the platforms where the online activities took place;
4. WhatsApp etc.

Figure 8: *How was the collaboration between teachers and parents of preschoolers during the COVID 19 pandemic achieved?*
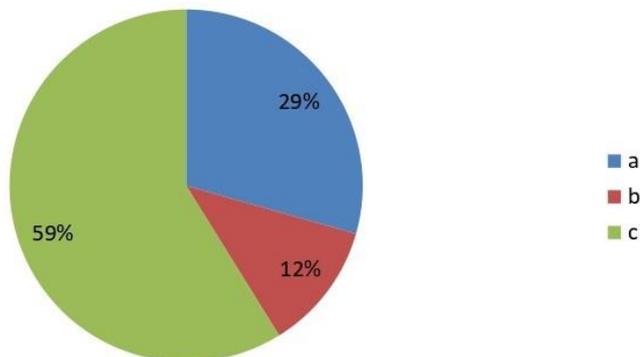
For this item with three answer options, they had the opportunity to choose several options. 29% of all teachers responded that during the pandemic they wanted to provide useful information necessary for children's development. 12% of teachers responded that they involved preschoolers in attractive activities during the pandemic that would arouse their interest in work. 59% of teachers tried to keep alive in the

pandemic the living relationship of communication with preschoolers through parents, in particular.

It is important to communicate systematically with parents and preschoolers, not just when needed. This creates a clear mechanism, communication will be expected, and parents will be encouraged to participate and become more involved in their children's lives.

They tried to use tools, platforms, web pages, etc. with the help of which they tried to carry out instructive-educational activities so as to reach the objectives proposed for this period. Preschoolers cannot handle using their phone, laptop, etc. on their own. The presence of an adult was needed each time (to read the instructions for the game; to start the presentation, the video, the game; to read the story; to ask the questions related to the story, etc.).

Teachers in preschool education have been in a difficult situation and have tried many applications and platforms with which to carry out instructional-educational and assessment activities. The following applications and platforms could be used in kindergarten: Virtual walls (Padlet), which are digital applications, which offer display space for text, image, video, websites; Wordwall- is based on the game, very interesting and attractive for children; Kahoot - is based on quiz game (questions and answers); Kinderpedia - is a platform for monitoring the child's progress based on concrete data and facts and last but not least the ABC Academy platform. (Cucos et al., 2020: 139)

Table 1: *Name two positive or negative effects on online collaboration between teachers and preschoolers.*

ANSWERS	NUMBER OF ANSWERS
Positive effects: -preschoolers learned to use means of communication -preschoolers spent more time with their parents	60
Negative effects -preschoolers showed dependence on the means of communication they used during COVID-19	90

Figure 9: *Name two positive or negative effects on online collaboration between teachers and preschoolers*
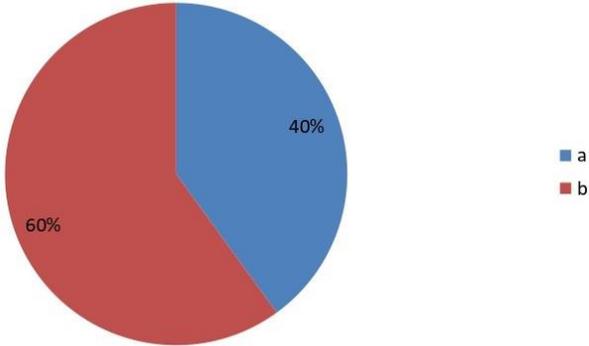
Appropriate solutions have been sought to make the transition to online teaching. The educational platforms recommended institutionally for conducting online learning were: G Suite for Education. (Google Classroom), Microsoft Office 365 for Education, Adservio, Edmodo, EasyClass, ClassDojo. (Cucos, 2020: 106)

With applications in the G Suite for Education package, teaching, learning and collaboration across the school can be improved. The G Suite for Education package contains modern digital tools that improve the teaching, learning and collaboration processes in the school by integrating new technologies in the teaching and administrative activity. Google for Education tools are recommended by teachers as one of the best applications for collaboration and feedback and can be used in the classroom along with other digital teaching and learning tools that turn the educational act into an interactive and interesting experience.

Figure 10: *Do you consider that your professional rights have been violated in the school where you work?*
(a. yes, b. no, c. maybe)
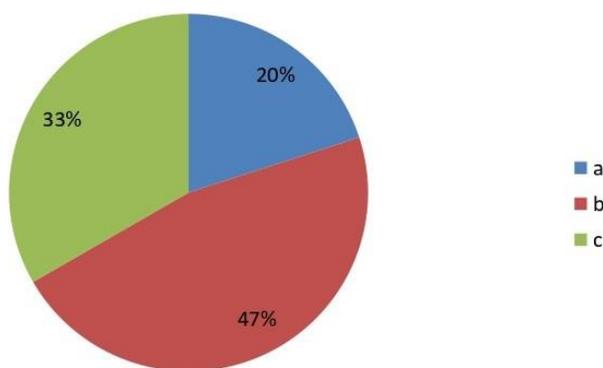
In proportion of 20%, the teachers highlighted the fact that their professional rights were violated in the educational unit where they work.

47% of teachers consider that their professional rights have not been violated.

33% consider that their professional rights may have been violated, but they did not know or did not realize at the moment.

5. Research conclusions

Following the research, we found that it is necessary to involve teachers, but also the family, in the development of interpersonal relationships between child-child, child-teacher, teacher-family, teacher-director.

I believe that the activity of preschoolers was certainly the most affected of all levels of education during the quarantine period if we look at the effectiveness of online learning. Compared to schools that have been able to migrate in real time to online education models, preschoolers' needs for connection and direct contact with adults and other children, their low ability to concentrate and their level of cognitive and emotional development have made online learning a real challenge, even impossible

for the youngest of them. A great number of parents were challenged to carry out the educational activities that had to be carried out in kindergarten.

We found through this sociological survey, the fact that the opinions of teachers, family and unit directors differ depending on the relationships established between them.

A basic rule in creating and managing a pleasant and at the same time efficient work environment involves delimiting personal and professional problems. Interpersonal relationships represent the context of shaping and formation, and then the gradual crystallization of personality traits, which are nothing but internalized interpersonal relationships.

In the act of communication, teachers must be responsible for the quality of relations with parents, but also with the director of the school. Quality interpersonal relationships are important for maintaining a work environment that facilitates trust, learning and development.

Following the research, we found that the hypothesis was successfully confirmed, because the relationships created between teachers, parents and the director of the unit were based on respect, cooperation and teamwork to fulfill their tasks and obligations regarding the development the educational act, and the collaboration of the teachers with the parents of the preschoolers was favorable, both partners having in the center of attention the acquisition by the preschooler of the school acquisitions. In the educational institutions, there was a collaboration and communication relationship between the teachers and the director of the unit to form a united team.

Parents talked frequently with teachers, looked for solutions to support children, and participated in activities to improve living conditions. The long time spent by children in kindergarten, as well as the pace of changes in child development determine a special concern that parents show about informing about the evolution of children.

Teachers play a multiple role, being for preschoolers mediators between them and others around them. Directors must be human and professional role models for all subordinates, being the people who have the greatest responsibility in the organization and functioning of the entire activity within educational institutions.

A positive perception of education leads to actions favorable to education, to the inclusion of preschool units in strategies, medium and long term family projects. On the contrary, a negative perception increases the distance between the family and them, accentuates the tendency to overestimate the costs and risks with education and to diminish the benefits that education brings. The type of perception that a family has on the education system depends on how it relates to them.

The human being is complex, and the need to communicate, transmit or receive signals, messages is a fundamental feature of him/her, defines his/her life, coordinates his/her actions.

The evolution of culture and civilization, of the human being, is implicitly linked to the evolution of the communication process, the existence of interpersonal relationships, as well as the multiplication and diversification of modes and means of communication.

I can say that communication skills are an important proof of mutual respect. Each person must be able to listen to another person and demonstrate that they

understand what the other wants to convey, they must also respect themselves, which means that they can express or convey their own opinions/interests regardless of the function they own it.

By the involvement of the parents is meant all the activities that include ensuring the fundamental needs and self-safety of the child as well as the elaboration of the directions of organization and financial support. In this area, parents must act voluntarily.

Education is a set of measures applied systematically in order to form and develop the intellectual, moral or physical characteristics of children.

The results of this research confirm the existence of interpersonal relationships involving teachers and families in children's education, as well as effective communication between teachers and principals that express a clear understanding by all these partners of their role in children's education.

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MINE, FOREST AND GENDER IN THE CONTEXT OF THE CURSE OF RESOURCES IN EAST CAMEROON: THE CASE OF BAKA AND BAGYELI WOMEN

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Abstract: *This article intends to be an instrument which challenges not only the international community, the public authorities but also the actors of the civil society on the subject of the secular discriminations which the gender undergoes in the context of the socio-environmental changes, the multiple stigmatizations and the marginalization on the issue of the redistribution of natural resources in East Cameroon. Indeed, despite the advent of the Rio de Janeiro summit held in 2000 in Brazil where women made history by claiming inalienable rights, Cameroonian women in general but especially those of Baka and Bagyéli in particular did not been on the side lines of this holistic mutation. In addition to the rich potential in natural resources that abounds in the East Cameroon region, the alarming observation is rather deplorable, to see that even the challenges of the National Program for Participatory Development (PNDP) fail to integrate the initiatives of support for indigenous women as key players in public decentralization policies with a view to eradicating poverty in rural areas. Because neither the forest nor the mines, exploited at artisanal, semi-industrial, and even local scales do not help to restore the right to well-being in favour of the real engine of development that is women. Based on an interdisciplinary methodology, a theory focused on liberal neo-institutionalism. It is under this prism that the interest of this research is based, which is accompanied by a rich documentation of both archival and oral sources, field surveys, reports, photos, decrees and even laws.*

Keywords: mine; forest; gender; natural resources; East Cameroon

1. Introduction

The socio-environmental changes in the exploitation of mining and forestry resources in most parts of Africa over the past two decades have witnessed major significant reforms. Cameroon for its part had opted for an equitable reform of the redistribution of resources which would take into account all social layers but above all, a major concern on gender. However, this appropriate and beneficial initiative did not live up to its noble expectations with regard to the undeniable role that women play in the project of economic development and social growth. Despite the texts and laws that guarantee equality between men and women, this vision of the world has only remained legal in form, because the Baka and Bagyeli women of East Cameroon continue to be victims of multiform marginalization's and discriminations which are not unrelated to the many mining and forestry resources abounding in the East Cameroon region (Abega, 2007: 12). These latter, speechless and powerless, are still bathed in the lamentable miasma of unparalleled precariousness and pauperization. From Bétaré-Oya to Batouri, from Kambelé to Kolomine to Yokadouma, neither gold, nor diamonds, nor forests and even other natural substances exploited on an artisanal or semi-industrial scale are only the domains reserve enjoyed by capitalists in the service of the exploitation of man by man. According to the International Financial Institutions (IFI), according to the partnership agreements with the countries potentially rich in natural resources, the objective consisted in the consolidation of

resources and the improvement of tax havens as a hope for these regions of get out of their financial difficulties and embark on a path of development. This renaissance resulted in the opening of the sector to multinational mining and forestry companies. Tax incentives including the granting of tax holidays were the main tool used in this strategy of liberalizing the mining and forestry sector. After more than fifteen years with this model of mining and forestry in East Cameroon, we will examine how the Baka and Bagyeli women continue to suffer from marginalization in the policies of redistribution of resources and its impact on the level of local development (Larrere, 1991: 23). Through a rich and varied documentation, made up of archives, books, articles, theses, reports, oral sources, and field surveys, this research aims to challenge the public authorities and the international community to take into account of women for the achievement of the Millennium Development Goals (MDGs).

1. General on the exclusions made to gender in the context of the redistribution of natural resources in East Cameroon

Cameroon abounds in numerous natural resources; therefore the exploitations have an impact in the redistribution of the rent on the national economy, in the context of the exclusions made to gender. A very widely recognized potential, therefore, the mining and forestry sector arouses in popular imagery an asset for social growth and the development of local communities. Indeed, can we imagine the emergence of Cameroon on the expected horizon if women, the driving force of development continue to suffer from marginalization in public policies? Isn't it the symbol and the representation of the dynamics that participate in the realization of well-being projects?

1.1. Symbolism and representation of gender in the redistribution of resources in East Cameroon

Symbolism is one of the main characteristics of African societies. This is reflected both in the rites and in the events that mark out everyday life. The processes of symbolization and the symbolism constitute the object which directs the actions of the actors every day in any society. The world of individuals and their societies is inseparably material and ideal. This double nature is found in everything that makes a sign and a symbol (Althabe, 1991: 15). Man is the only animal that continually develops and re-elaborates its environment in the threads of language, conscious and unconscious representations, and institutions that capture and fix the differences around powers, sexes, generations in systems of rites and of beliefs. Nothing and no one escapes the need to symbolize, the power of the symbol, the rationalizations that they nourish. The processes of symbolization are therefore at the heart of socialization and subjectivities; but also, in particular in times of crisis or rapid change, "symbolization" and "symbolizations", when cultural forms undergo and move at the rate of social change.

To understand the gender inequalities between men and women about the redistribution of resources, it is important to start from the representations built on mining and forestry operations to realize the dynamics of access, control and use of resources. resources. Social representations are organized systems made up of all the knowledge of common sense which does not signify discrimination and marginalization as the social sciences have long stipulated. Integrating the notions of a

central core having a generating and organizing function and of peripheral elements ensuring the functions of concretization, reproduction and defence (ILO, 2007: 13). The representation functions as a system of interpretation of reality which governs the relations of individuals to their physical (equality) and social environment, it will determine their behaviour or their practices. Representation is a guide for action, it guides actions and social relations. It is a system of pre-coding reality, because it determines a set of anticipations and expectations.

Cameroon is an ethnic mosaic, where we find different identity representations. Depending on whether one is Baka or Bagyéli, the representations and the symbolism linked to the right of autochthony vary. As a result, the analysis of women's economic rights is inseparable from representations and practices. They are one of the foundations. The importance of social representations linked to women's access to national wealth emerges clearly in the speeches and determine practices. These extracts bear witness to this. In the Baka and Bagyéli civilization, people have a traditional conception of forest and mining resources of being the geniuses of their God revealed to men as a common gift that is exploited from generation to generation but above all for the benefit of the development of the community.

1.2. Gender and social division of resources among the Baka and Bagyéli in East Cameroon

Women participate in production activities, economic growth and especially the socio-cultural development of its community. However, in the equitable redistribution of resources, they are unequally representative or weakly involved in the march towards a world of integration of values. However, even in the distribution of work by sex, they carry more weight than men. They work longer than men, women do housework, also work in the fields like men, which should be a key element on the part of political decision-makers, the political elite and of government to take into account the restoration of inequalities (ILO, 2007: 85). All the factors seem to have a correlation, if socio-cultural constraints thwart their interest in development. The social division of labour does not predispose them to have control over the institutional and regulatory mechanisms in matters of wealth. They most often take care of domestic and agro-pastoral work. Even if they have always worked in the large family plantations, they still remain under the supervision of the man who is the head of the family. A set of constraints relating to the modes of distribution of wealth and the status of women in the communities make it difficult for them to access natural resources. In some localities the women take care mainly of the household and do not become active in the exploitation of productive resources according to a customary chief, the women take care of the household and still play an important role in their family. The woman cannot be the head of the family instead of the man. To give women powers, you have to have a lot of resources. Powers and responsibilities are clearly shared, men have their roles and women theirs. Women perform their duties in an exemplary manner.

2. The paradox of resources in the context of gender marginalizations

In Cameroon, although oil, a liquid mining resource, remains the main contributor to the state budget, this is not an exclusivity that discriminates against other resources which are also exploited at international and artisanal scales. like gold,

diamond, bauxite or wood. However, even if the reforms of Cameroon's mining and forestry sector aim to increase the growth of the country's economy while providing a better framework for artisanal mining and forestry activities, the 2012 EITI report indicates that revenues from the extractive sector remained stable at around $ 1.5 billion in 2012, or 31% of the state budget (Nguede, 2016: 13).

2.1. Gender and redistribution of natural resources in the context of decentralization in East Cameroon

Cameroon initiated a decentralization policy in the 96s with the aim of bringing the populations closer to decision-making centres and involving them in the management of public affairs and resources (Daou, 2001: 8). In a simple sense, decentralization can be defined as a mode of organization of the structures of the administration in which a legal personality is conferred on communities of interest or on public services. Decision-making power is exercised by bodies acting under simple legal control. In its implementation, decentralization has two fundamental aspects: one technical and the other territorial. In the latter case, it necessarily results in the taking into account of a specifically patio-geographical interest: it therefore has a territorial basis, a material element of which is land or land. The term land refers to everything that is linked, directly or indirectly to the land (soil, forest, fauna, water, etc.) and to the relationships between people around the land.

In addition, decentralization aims at a better involvement of the populations in the policies of fight against poverty by favouring their community participation. Community taken from a sociological perspective refers to: Belonging to a group or a community, as well as the rights and duties associated with it. It is not simply a statute conferring rights and obligations but also a practice allowing individuals to take part in the construction of their societies. It is not only a set of rights and responsibilities, it is also a game of interaction and influence within the community. Citizenship therefore relates to the enjoyment of the civic rights attached to nationality. Empirical studies define three fundamental dimensions: active political involvement which denotes an interest in the management of public affairs, the exercise of the right to vote and finally voluntary participation in activities of general interest. Citizenship rejects concrete inequalities in social status and political competence (Abega Ondo 1998: 17). It is based on the principles of equality in access to well-being for each individual without distinction of social categories. Decentralization has now become an institutional approach for democratization and inclusion of local communities in the majority of African countries, including Cameroon. However, the objective of equity through an active and participatory citizenship of all sections of the population, in particular women, young people, the excluded in general, remains very little taken into account. The policies of the Government of Senegal within the framework of decentralization do not adequately take into account the gender approach. "Among the challenges of decentralization, the participation of the vulnerable group of women in decentralization continues to arise. Gender remains a component that is only added in the speech.

One of the postulates in the context of this research is that the mechanisms and laws in force in the field of land and natural resource management, in a context of decentralization, have not led to access, control and equitable gender participation in local communities. To test such a hypothesis, the research was linked to the gender

approach and looked at the power relations between the different actors, the needs and the constraints of the different social groups, in particular the vulnerable groups, among which are women. (Daou, 1992: 6). These interrelationships between the effectiveness of the rights of people in general, and of women in particular, fit perfectly into the theoretical framework of gender justice, which is based on citizenship. Gender is a category of analysis that helps to understand the status of women and men; their places and their relationship to formal (legislation) or informal (cultural and social norms) institutions. These norms, based on inequalities linked to class, age and sex, define the rules for access and control of natural resources. It is in this sense that we must understand the social vision according to which: Introduce gender analysis, and question both the status and roles of women and men in social stratification, on impact of social relations of sex or gender on situations that concern the individual or group, but also to question the way in which social status and roles are determined by belonging to a given sex (Larrere, 1991: 19).

2.2. The social foundations of the law implementing the mining and forestry code in the equitable redistribution of resources.

The effective granting of land rights to women is one of the most difficult challenges facing the contemporary world. One of the difficulties in developing effective land rights laws and policies is the multiplicity and complexity of access routes to natural resource law (ILO, 2007: 37) as well as the significant gap often observed between the provisions of law and the reality of women's lives. Member States and the international community have agreed on a whole series of commitments in favour of the granting of forest and mining security. There is indeed a political dynamic and consensus in favour of the promotion of land tenure security for women for equal rights to land, property and inheritance which manifests itself through a set of norms relating to rights. fundamentals. This is the case quite recently, through the Millennium Development Goals (MDGs) and the 2005 World Summit, which see (Abega, 2007: 14) in the rights to land resources and women's inheritance, an important indicator of women's empowerment and human development.

However, the fight is far from won given the complexities of the issue. Indeed, the issue of redistribution of natural resources has been one of the most delicate issues in the history of Cameroon. The essential element of this law was the creation of a national domain covering almost the entire territory. By the force of this law, natural resources in Cameroon have become a common patrimony of the State which no one can appropriate. The mining and forestry codes have made it possible to set up a regulatory framework for economic and social development centred on grassroots development strategies, whether community or individual. This last aspect was "theoretically and on paper" "the most important insofar as it aimed at the economic and social advancement of the rural population", "the most numerous and most deprived national layer." To achieve the goals of the law, it was necessary to constitute appropriate institutions capable of opposing the "traditional feudal forces" (Althabe, 1965: 26). its effects depend closely on the functioning of the bodies and institutions created within the framework of administrative decentralization, but also on the economic, political and social environment.

In addition, the decentralization policy introduced by the constitution of 96 also aimed to regulate the often competing social forms of natural resource use, their modes

of access and exploitation (Daou, 1992: 30). The forest is not only an economic good or a commodity, it also has important social, political and cultural dimensions. The forest is not just about exploitation. It also includes all the rules defining the rights of access, exploitation and control of its renewable natural resources. It is not a simple relationship between man and nature, it is a social relationship, between individuals or social groups about the ecosystem, ecological biodiversity and its variable resources. This social relationship involves many challenges, economic of course (access to the forest is a condition for production, the distribution of resources determines economic inequalities), (ILO, 2007: 77) but also social (inequalities, relationships between groups social), political, identity. The control of forest resources does not only have issues of farms or agricultural production. There are close links between equitable access to forestry and mining resources and democracy.

In reality, almost all women do not have access to formal mineral and forest resource rights. And this exclusion weakens the ability of women to invest in the exploitation of key production sectors. The new communities are essential elements of the decentralization cycle underway in Cameroon and among the powers conferred on them, the management of "land areas" is considered to be one of the most significant and one of the most fraught with consequences. They constitute the basic unit of the Cameroonian political system. Cameroon's mining and forestry organization is cantered on a relatively new and "artificial" political and administrative unit, in any case outside the traditional system of resource distribution. The "village" level where the traditional management system operates is totally absent from the new regulatory framework (Nguede, 2016: 11).

3. Taking Baka and Bagyeli women into account in decision-making

The exploitation of gold and diamonds are not part of the traditional activities of these peoples. Whether it is the Bantu, the Bagyéli or the Baka, their way of life usually refers to activities such as agriculture (food or cocoa), hunting, gathering and gathering. The entry of gold panning into their activities causes changes and adaptations in their way of life. The new market economy involves a significant deterioration or even destruction of traditional values and customs, which have been fundamental for the maintenance of community, tribal, clan and family solidarity and unity.

3.1. Gender and modes of access to natural resources among the Baka and Bagyéli in East Cameroon

The conception of natural resources has long been limited to the exploitation of petroleum as the sole resource for mining production throughout the national territory. However, this conception does not make it possible to fully understand the dynamics implemented in terms of access, appropriation, control and use of mining and forestry resources. Forestry and mining are not a simple factor of production, they are also carriers of wealth that societies value in the context of economic production (Abega, 1998: 29). Access to land should be analysed through a cross-reading of the concepts of space and resources. Space is only at stake through the resources found there. These resources (mines, forest, land, water, flora and fauna) are truly "resources" from an economic and social point of view only on condition that they are capable of beneficial use for the improvement of well-being. (Daou, 1965: 23).

Consequently, land would rather be the relationship between men about the land and its resources and not the relationship between man and land as a factor of production. As a result, women's access to the equitable redistribution of resources reflects their place in local society, but also in the modern legislation in force.

In the context of the problem of redistribution of natural resources, alongside cultural and social norms, the division of labour based on sex is a factor that determines access and control of land. This means that the gender perspective is important in the sense that it allows a link between the theoretical approach and the practices in the field of forest and mining management of the emergence of a new approach to citizenship that considers that development cannot be achieved in a context where human rights are not effective. This perspective justifies the need to engage women who constitute 52% of the Cameroonian population in the battle for access, appropriation and control of land by women, especially in rural areas. In Cameroon, any coherent development policy must have a rural and agricultural basis. Agriculture contributes on average nearly 20% of the GDP and employs 70% of the working population (Nguede, 2016: 47). 59.3% of the population, or approximately one in ten Cameroonians live in rural areas. These are characteristic features of a rural economy heavily dependent on agriculture. The Cameroonian State has put in place a legislative and regulatory system aimed at making agriculture and the rural world play a leading role in the economic development of the country. The successive reforms relating to agriculture, in particular, the New Agricultural Policy (NPA), and more recently, the agro-sylvo-pastoral orientation policy (POASP).

3.2. Sociocultural gender constraints and natural resource management among the Baka and Bagyéli of East Cameroon

The proven predominance of traditional resource management in Cameroon means that the first constraints identified in this study on the consideration of women's rights in the equitable redistribution of resources (Daou, 2001: 67) are of a socio-cultural and anthropological nature. Analysis of the literature grids has shown that these constraints are acutely posed to women in general, even if they can be more or less accentuated from one area to another. It shows that the management of resources does not take into account the social practices, customs, traditions and socio-economic organization of populations in local communities. To show the full importance of the traditional system of resources and its restriction with regard to women, some interviewees only mentioned in their speech the socio-cultural constraints (social constraints) as being the factors blocking the access of women. women in resources. In his speech, the president of the environment commission of the Casamance zone affirms that the problems (low appropriation of land, limited access to certain resources, etc.) that women encounter in relation to the redistribution of resources are purely and simply socio-cultural. (Larrere, 1991: 11). He is supported in his remarks by a notable who is in the sylvopastoral zone. For this notable, socio-cultural constraints constitute the main constraints to women's access to land. These are only one element of a socio-cultural organization in which women are excluded from the management, control and redistribution of natural resources. Social constraints are made up of all the norms (heritage) and social roles (socio-economic organization, differential socialization, social division of labour) that marginalize Baka and Bagyéli women in access and control of mineral resources and forestry in East Cameroon.

3.3. Material and technological constraints

The use of land and resources requires the use of materials; however rudimentary they may be. In Senegal, the means of production have long remained traditional. But in recent years, modern production techniques have been increasingly popularized. Particular importance is therefore given to material and technological constraints by the population concerned. We see that the people who call up socio-cultural constraints as being the main obstacles to women's access to land also report the material problems facing women. This is the case of this President of the National Program for Participatory Development (PNDP), for the East-Cameroon region (Nguede, 2016: 7) who juxtaposes material and socio-cultural constraints to explain the problems facing women. for access to land. In fact, the women who manage to access a plot are often confronted with the lack of agricultural equipment for the farm. A woman leader of an organization from the same locality explains: The problems that women encounter is linked to the lack of means. Even to cultivate the field that her husband has ceded to her, the woman has no materials. They cultivate by hand or they wait for their husbands to finish their fields to lend them their equipment and yet women cultivate in the same way as men with such large fields. Women really lack the means.

On the accession of Cameroon to independence, the legislator, while wanting to break with the colonial system without renouncing the best of ancestral tradition, sought to reinvent new rules and social practices aimed at exploiting natural resources. and redistribution of wealth without distinction of sex, as well as its uses. In this context, several legislative and regulatory texts have been adopted in order to establish a system of resource exploitation capable of promoting a rational use of mines, forests and even land, in accordance with economic and social development plans. With the great reform of the mining and forestry codes of 1964, almost all the resources of the soil and the subsoil, approximately 95% were made national domain by the law of 1964 (Althabe, 1965: 8). At the end of article 1 of this law, the natural resources of the soil and the subsoil are automatically constituted by the regulations in force applicable within the framework of the mining and forestry codes in their principal domains. Indeed, the development of natural resources requires material and financial means, which is one of the conditions for preserving the sites to be exploited. Cultural and social discrimination are inseparable, with a vicious circle that takes into account the relationship between poverty and human rights. In this context, the inclusion of women in decision-making becomes a legal imperative because women must promote their rights in order to live.

At the end of our reflection on the issue of exclusions made to Baka and Bagyéli women in East Cameroon, in the policies of redistribution of natural resources. This analysis refocuses the theoretical and empirical links between the inequalities of rights by sex with regard to natural resources, which constitutes a brake for economic, socio-cultural development. Discrimination against women in the context of equity in the wealth produced by resources shows the importance of the cyclical nature of the evolution of exports and the prices of natural resources and the risks that these cyclical variations introduce into the economy. economy, politics and society. These effects are very generally negative in Africa, but they are variable, in particular according to the quality of the economic and political institutions. Local decentralization, as a means of protecting the rights of populations over their resources and of reaping the benefits of

their exploitation, is a critical aspect of the management of natural resources, especially since several factors are at play: the possible competitive uses , interests and disputed claims; the tendency of the political elite to ally with international companies to capture the production of mineral deposits; and the remoteness of the wealth created by natural resources which facilitates the dispossession of local populations. Good governance of natural resources would aim to preserve equity, rights, gender and livelihoods of populations and to hold private companies accountable for their decisions.

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SOCIOLOGICAL PERSPECTIVES ON HARM REDUCTION: DRUGS USE

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Abstract: *Drug abuse has been for many years a factor that automatically led to blaming the user. Social, psycho-social, medical causes etc. they were all analysed lastly, or not at all. The only important aspect was that of labelling, in a negative way, those who became addicted, but these people were not helped. Although some people become drug users due to their high level of curiosity, others, on the other hand, show a psychological predisposition and sometimes even a physical or social predisposition that lead them to become mentally or physically addicted to these substances. Thus, in this paper, we will present the new sociological perspectives regarding this phenomenon of harm reduction in the drug use field, which has gained more attention in recent years. It proved that it has applicability in almost any field, but especially in the field of drug addiction. This study aims to analyse the current situation of drug use in Romania and its development, as well as the methods used to prevent and reduce the number of consumers and the risks associated with the use of psychoactive substances. We will have a look at the campaigns implemented nationally–in hope of reducing the number of consumers. We will also present some examples of good practice that take place at the European level in the field of harm reduction. At the end of the present thesis, we will be able to formulate certain recommendations for future actions, giving openings for new studies in this field.*

Keywords: *Substance Abuse; Drugs; Harm Reduction; Policy; Needle Exchange*

1. Drugs: Definitions and Classifications
1.1 Terms and definitions

For a better understanding of the information presented in this thesis, this chapter will define the main terms used. We will also catalogue all types of substances so that we can understand why it is important to treat them individually and with great care, as they have different effects on the human brain, so the treatment of the consumers must have different approaches.

Drug addiction: "abnormal and prolonged appetite or avidity manifested by certain individuals, for toxic substances or drugs consumed by accident or intentionally for their analgesic, euphoric or energizing effects, an appetite that has quickly become a common habit and which is almost inevitably followed by a progressive increase of doses."(Negrei; Popescu; Stan et al .: 2015).

- Narcotic (drug): "Chemical substance, medicinal or not, characterized by its effects on the nervous system" (https://www.sfatulmedicului.ro/dictionar-medical/stupefiant_2436)
- Narcotic (medication): Substance that causes drowsiness to the consumer - morphine type analgesics or derivatives etc. (https://www.sfatulmedicului.ro/dictionar-medical/stupefiant_2436)

- Ethnobotanicals: "Ethnobotanicals (synthetic drugs) represent a new category of psychoactive drugs, created as a result of experiments and researches conducted on the composition and effects of the already existing psychoactive drugs."(Https://castlecraig.ro/dependenta/droguri/tipuri-de-droguri/etnobotanice).
- Addiction: "A strong and harmful need to regularly have something (such as a drug) or do something (such as gamble)" (Merriam-Webster Dictionary)
- Drug-dependent: The World Health Organization, in the context of drug use, defines this term as a condition of the individual that is a result of drug use.
- Polydrug use: Using several drugs at the same time.
- Tolerance: "Occurs in the case of regular consumption, when the desired effect can only be obtained by increasing the dose. In case of drugs such as heroin, cocaine, alcohol, ketamine, tobacco or amphetamines, tolerance is the beginning of the problematic use, or addiction. (Romania Harm Reduction Network: 2021)
- Overdose: Too great a dose (as of a therapeutic agent). Also: a lethal or toxic amount (as of a drug). "(Merriam-Webster Dictionary)
- Withdrawal: "Withdrawal is the combination of physical and mental effects that a person experiences after they stop using or reduce their intake of a substance such as alcohol and prescriptioned or recreational drugs." (https://www.verywellmind.com/what-is-withdrawal-how-long-does-it-last-63036)
- Detoxification. "To free from the effects of intoxication or from dependence on intoxicating agents." (https://www.verywellmind.com/what-is-withdrawal-how-long-does-it-last-63036)

1.2. Drug classifications
According to the Romanian Harm Reduction Network, drugs can be classified according to their effects, as it follows:
- stimulants (amphetamine, cocaine, ecstasy, caffeine) - agitation, increased energy, disappearance of hunger, loss of sleep, intensification of physical and intellectual strength for a short period of time;
- depressants (alcohol, diazepam, Xanax) - euphoria, relaxation, sedation, drowsiness.
- narcotics (heroin, codeine, methadone) - effects similar to depressants.
- hallucinogens (LSD, mushrooms, mescaline, CFP) - changing the perception of reality; visual, auditory, tactile, olfactory, gustatory hallucinations." (Ibidem.)

Interestingly, there are still discussions about the classification of cannabis, because the effects of this substance, from one individual to another, may differ, but overall, it has a depressant effect that is recognized in several US states, this substance being legalized for medicinal purposes.

It should be noted that a drug is not necessarily illegal; many of the substances we consume daily have a strong impact on our mental and physical condition.

Coffee, tobacco, alcohol, and sugar are very addictive substances; there are many people around us who cannot wake up in the morning if they do not drink their coffee. Also, an illicit drug does not automatically lead to the death of a person. In the statistical

data that we will present in the chapter dedicated to this analysis, we will be able to notice that, in Romania, alcohol and tobacco are just one of the main causes of death. Another important delimitation is related to the immaterial dependence, which can acquire terrible valences, especially among young people. Blue screens (TV, tablets, smartphones etc.) have an effect similar to that of cocaine on young children. Looking around us, it is very easy to notice that at restaurants, in order to keep their children quiet at the table, parents give them their smartphone and they seem to get lost in it.

2. Theoretical concepts and comparative analyses

In order to understand if a particular person became addicted to the substances they use, we must also take into account the frequency with which they use the drug. From this point of view, RHNH came up with the following classification:

- experimental use - consuming a drug to see how it affects you; the drug is used several times, and then the use ceases.
- occasional use - consuming a drug infrequently, there are big intervals.
- regular consumption –consuming a drug frequently; the drug in cause is consumed at regular intervals: once or twice a month, weekly etc.
- problematic consumption –consuming a drug daily; it represents a danger to the health and safety of the consumer; people close to him and / or society in general.
- dependence – consuming a drug continuously, although the negative effects (physical and mental) are obvious; cessation of consumption produces withdrawal.

As the frequency of the consumption increases, most consumers will encounter another problem caused by substance abuse, which refers to tolerance.

As a substance is consumed, its effects decrease, and in order to obtain the initial state, from the first contact, the dose must be increased. The most common drugs, that cause problems globally due to the constant need to increase the quantity, are: heroin, cocaine, alcohol, ketamine, tobacco and amphetamines.

By following the documentation carried out on harm reduction policies, we found out that the main factors involved in the effective implementation of these services at national and European level are:

- social assistance - supported by factors involved in carrying out activities, among them being, in many cases, even the community; NGOs; rehabilitation institutions
- private and local clinics, hospitals etc.; the church and its representatives; police etc.
- special anti-drug units etc.

According to the documents presented on the Romania Harm Reduction Network website, we can define drugs as follows:

"Drug is a term used to designate all psychotropic substances that are at risk of being abused and that can be addictive. A psychotropic substance is any substance that influences and changes a person's mental state." (Romania Harm Reduction Network: 2021)

This definition reveals that when we talk about drugs, their main feature is that they change the mood of the person who uses it, whether we are talking about abusive, recreational or unique cases.

Regardless of the amount consumed, a drug disrupts the mental state of the consumer, and when the amount of this substance is increased, the risks are higher, regardless of their immediate (overdose) or long-term use (development of an addiction).

Octavian Pop clearly defined drugs as follows: *"The drug is a solid, liquid or gaseous substance that, once introduced into the body, changes the image of oneself and the surrounding reality."* (Pop. Unknown year)

Given the two definitions, people who use tobacco, coffee, tea, or any other substances that can activate certain stimuli inside our body, could also be included in the drug use category.

Clinical studies conducted for years in this field show, however, that along biological factors and mental predisposition, society and social factors can determine whether this desire for consumption is born or remains inactive/ latent throughout life.

The National Institute on Drug Abuse (Perlman, 2019) demonstrated in a recent laboratory study led by Dr. Perlman that rats prefer to socialize at the expense of addictive substances, such as heroin and methamphetamine. This study was not supportive, and many others demonstrated the same determining factor in choosing to use drugs. The study thus summarizes the following aspects:

"Showed that rats will forgo heroin and methamphetamine in favour of spending time with another rat.

Highlights the importance of incorporating voluntary choice between drugs and social rewards in drug addiction research and introduces a novel model for studying the impact of social motivation in studies of drug use and addiction." (Ibid.)

History has taught us, since 1970, during the US war in Vietnam, that drugs are under-studied as we identified interesting aspects about them since that period.

Thus, the study presented by Robins, Davis and Nurco (1974) shows us that the effects of the drugs were more noticeable once the soldiers returned home. Most drug consumers had a bad social, family and / or economic situation, and they consumed drugs even before leaving for Vietnam.

Statistically, from a sample of 451 respondents, 11% of them answered positively when asked if they used any drug before Vietnam, 43% said they used at least one drug during their stay in Vietnam, but only 10% relapsedby consuming at least one drug after returning from Vietnam.

Also, in the case of heroin use, in any form (smoked, injected, ingested etc.), 2% consumed before Vietnam, 34% during the stay in Vietnam and only 7% consumed it after returning from Vietnam.

These percentages are also supported by urine tests performed by researchers to identify the presence of drugs in the body, which reveals a proportion of 10/1 (10% positive during the stay in Vietnam - 1% positive after returning from Vietnam).

The data reveals a truth demonstrated in the laboratory by Perlman (2019) with the help of rats, so it becomes even more important to understand why we should focus our studies on understanding the importance of socio-demographic perspectives in treating addiction, but not on a permanent replacement or elimination of the substance that causes the need for consumption.

It is inevitable that the effects caused by opiate use have terrible physical effects on the human body, once withdrawal is established. These include conditions

such as: vomiting; tremors; excessive sweating; sleep difficulties; trembling; restlessness; muscle pain; irritability; fatigue etc.

Once established, it must be treated very seriously, as the affected person can suffer side effects of astonishing severity, which can even lead to death.

In these cases, we can talk about a mental dependence, and the medical need is a real one, but in cases of drug use for a recreational or trial purpose, the consumer will most likely feel psychic effects, and his current psycho-social condition will determine its behaviour in the medium and on long term.

It is necessary to understand the differences mentioned when we want, as specialists, to identify possible methods of treating people in need. In some cases, these people do not need immediate help, but education.

In 1988, in the USA, the government addressed this issue with excessive severity, filling all rehabilitation centres and almost all prisons with consumers and other people who were found involved in the consumption and distribution of these substances throughout the country.

The medium- and long-term effects continued to confirm researchers' predictions, so that the 1990s are known for how drugs impacted the black market as a result of their indirect marketing through information campaigns conducted by then-officials.

3. Statistical data

According to the statistical data of the Research Institutes, respectively, the National Anti-Drug Agency and the Romanian Anti-AIDS Association, we mention some information extracted from the analysis conducted in 20212.

These are important information for the present study, because they are registered shortly after the spiceshops were closed on the Romanian territory. Thus, in 2012 the National Anti-Drug Agency presented us the following statistical data:

- 31% of the total new cases detected with H.I.V. in 2012 at national level on all risk categories come from injecting drug users.
- 51% of the beneficiaries of the syringe exchange programs declared that they are injecting drug users - 44% heroin.
- 34.8% of all treatment adherents mentioned heroin as the main drug, and 31.7% identified other injectable drugs.
- In Romania, drug use begins at the age of 15-19.
- The increase of the percentage of consumers is alarming, respectively from 25% in 2004 to 34% in 2008.
- 22% of prostitution practitioners use drugs, 80% of them starting drug use before the age of 18.

As it can be seen, the situation in 2012 shows that the need to reduce risks is imminent, it did not look very good, but it was not, at that time, a serious social problem. Harm reduction actions could minimize the stress on the systems for combating drug use and risks in Romania, and statistical data for the coming years will show whether the legalization of certain substances had a beneficial effect or not in reducing the incidence of heavy drug use, like heroin.

It is important to note that these analyses regarding the decrease in the number of drug users (any drug / illegal substance) are not very important when it comes to minimizing risks, because harm reduction campaigns should focus mainly on vulnerable groups, such as injecting drug users and reducing the risks of using them.

Of course, activities to minimize the risks of drug use were also performed for drugs with a slightly lower risk than heroin, such as amphetamines, cocaine etc., which aim to test the substances to identify their purity before use. (https://www.stuff.co.nz/national/health/109699570/independent-drugtesting-tents-at-festivals-a-fantastic-idea-says-police-minister-stuart-nash)

Recent reports show the importance of these steps, the most important aspects being related to the presence in very large quantities of mouse poison in a batch of cocaine sold on the market in England, but also in the rest of Europe. (https://www.bbc.com/news/av/uk-11180899)

These substances are often used to increase the profit of dealers, having effects similar to the substances they sell, due to the fact that they cause an excess of adrenaline in the body and increase the heart rate per minute, among other things. However, consumed in very large quantities, they can cause death and even speed up and amplify the reactions of an accidental overdose.

Thus, we extractedthe most relevant statistical data related to the consumption of hard drugsfrom the official reports available in Romania (http://ana.gov.ro/wp-content/uploads/2021/01/RN_2020_final.pdf).

- The most consumed drugs in Romania, among common people, aged 15-64, are the new psychoactive substances - 6.3%, cannabis - 6.1%, cocaine / crack -1.6 %, over-the-counter drugs - 1.5%, ecstasy - 1.0%, heroin - 0.9%, LSD - 0.5%, amphetamines - 0.2%, solvents / inhalants - 0.1%. (http://ana.gov.ro/wp-content/uploads/2021/01/RN_2020_final.pdf).
- Regarding the school population, the most used drugs are cannabis - 8.7%, followed by NSP - 3.2%, inhaled solvents / substances - 2.8%, cocaine - 1.8%, ketamine - 1, 8%, LSD and hallucinogens - 1.7%, ecstasy (MDMA) - 1.2%, heroin - 0.7%, crack - 0.6%, methamphetamine - 0.6%, amphetamines - 0.5% and GHB - 0.4%. (http://ana.gov.ro/wp-content/uploads/2021/01/RN_2020_final.pdf).
- A total of4283 people benefited from medical services / counselling etc. for drug use

"Depending on the type of drug that caused the medical problem for which assistance is requested, the same distribution of treatment requests should be maintained and disputed between the three categories of drugs that dominate the picture of assistance for drug addiction in Romania (cannabis - 54.5 %, opioids - 25.4% and new psychoactive substances - 12.2%). Similar to previous years the demand for treatment remains much lower, compared to the three dominant drugs: cocaine - 2.5%, MDMA / ecstasy - 1.8%, inhalants / volatiles - 0 .9%, benzodiazepines - 0.6%, amphetamines - 1%, hallucinogens - 0.4%." (http://ana.gov.ro/wp-content/uploads/2021/01/RN_2020_final.pdf).

From a statistical point of view, Romania has the lowest incidence of drug users in Europe, so that in 2019 there were only 45 deaths caused by drug use. Cases of medical emergencies in Romania were, surprisingly, the most common for the consumption of NSP (22.3%).

Another gratifying information is that the cases of HIV infection decreased due to the use of injecting drugs from 32.2% in 2013 to 11% for 2019.

These statistics show that Romania does not have a national problem related to drug use, and the importance of harm reduction actions started intensely in 2012 by

the National Anti-Drug Agency shows an efficiency in reducing the risks regarding injecting drug use.

However, it is worrying to know that Romania, according to statistics presented by the European Commission, has one of the highest mortality rates caused by alcohol consumption - 35% of deaths in Romania have alcohol as a risk factor (2019), the European average being 20%. (European Commission: 2019)
Given that the high share of alcohol consumption is the main cause of deaths caused by risk factors in Romania, the need to implement harm reduction actions may be focused on this sector, being one of immediate importance for increasing nationally the well-being of the population.

4. Harm Reduction: A new social policy
A modern approach to the problem of drug use is the concept of harm reduction, which can be defined, according to the International Harm Reduction Association, as it follows:

"…for a set of policy principles through which society responds to these challenges as well as to define certain types of specific interventions such as syringe exchange programs and substitution programs for drug users." (Buzducea: 2010. p. 517)

This expanding concept made us understand that the pressure on the health system meant to solve an existing problem can be reducedthrough voluntary activities and stable civil partnerships, by decreasing the probability of occurrence of the problem.

The worst effect of drug use is the transmission of viruses such as HIV and Hepatitis, which cause permanent health problems to the affected individual, and their lives are always dependent on certain treatments or medical services whose expenses Romania, in this case, must support them.

The purpose of harm reduction actions should not be confused with that of informing. These actions aim to prevent the risks that may arise as a result of an activity.

These risks have been detailed since 1970, while some harm reduction campaigns began to take shape in 1980s, internationally - Europe, Australia and some North American states made the first steps recorded in the literature to prevent the risks of drug use.

Although there is a controversy over these practices, the effects were visible even in Romania, in terms of the incidence rate of contacting viruses such as HIV due to misuse of tools for drug use, whereas the rate went down from 32.2%, in 2013, to 11%, in 2019.

Compared to Romania, we can take the example of the situation in the USA, which has always been in the attention of researchers for the very high rate of infection of people with HIV. Since the 1950s, sociological researches have identified an absolute number of infections that counts up to 1.5 million people. (Loue; Lourie; Lloyd: 1995)
"United States public health experts have long expressed concern about the prevalence of the human immunodeficiency virus (HIV) among injection drug users (IDUs). The United States has the largest reported IDU population in the world: 1.1 to 1.5 million. Recent estimates from the Centers for Disease Control and Prevention (CDC) suggest that 50 percent of HIV infection incidents occur among IDUs, with additional infections occurring among their sex partners and offspring. More than 33 percent of new AIDS

cases occur in IDUs, their sexual partners, and their children. Almost one half of all women diagnosed with AIDS in the United States are IDUS. Many of the remaining infected women were infected as a result of sex with a male IDU. " (Loue; Lourie; Lloyd: 1995)

Thus, these harm reduction campaigns were born, and with them appeared different opinions related to these activities.

The main strengths of these campaigns are:

- Decreasing the number of contaminated needles;
- Reduction of certain social and individual behavioral risks, such as the transfer of used needles between users;
- Increasing the accuracy of the drug users databases , but also monitoring their health;
- Increasing access to information for disadvantaged people and consumers;
- Reducing the possibility of increasing the number of cases of high-transmission infections etc.

    The main weaknesses:

- Increasing the accessibility of injection tools;
- The possibility of increasing the injection rate to the detriment of other ways of consuming narcotics;
- Possibility to increase the rate of drug use in the community, by creating a safe space for consumption;
- Increasing financial pressure on taxpayers;
- Creating consumer hot-spots etc.

Considering this comparative analysis between the strengths and weaknesses mentioned by the Drug Rehab platform (Elkins: 2017), we can say that many of the positive attributes outweigh the negative ones, but equally both are probabilistically analysed, and what may apply in one area, may not apply in another.

However, the biggest criticism of these harm reduction programs is related to the illegality of the act committed. So many individuals believe that as long as a thief has to serve his sentence in prison, so must a drug user.

5. National, legislative framework

The current legislation in Romania punishes the trafficking and possession of certain substances, but their consumption is not punished.

In Romania, from the category of substances with psychotropic effect, only alcohol and tobacco are considered legal substances, the consumption of any other narcotics being prohibited. This gives rise to a contradiction, as many of the unregulated substances in the category of ethnobotanicals can be marketed until they are banned and tested by law enforcement.

Also, a very powerful drug that seems to be sold on certain legal and functional websites in our country is Salvia, but also a lot of other substances with strong hallucinogenic effects, an extensive article being written by DW Romania.

Clearly, *"Cultivation, production, manufacture, experimentation, extraction, preparation, transformation, supply, sale, distribution, delivery in any capacity, dispatch, transport, procurement, purchase, possession or other operations relating to the circulation of dangerous drugs, without right, are punished with imprisonment, 2 to 5 years, and the prohibition of certain rights (Law no. 143/2000, art. 2). If the acts mentioned above have as objective high-risk drugs, the punishment is imprisonment, 10*

to 20 years, and the prohibition of certain rights (Law no. 143/2000, art. 2)." (RHNH: 2021).

Article 3 of the same law refers to the punishment of trafficking, which is punishable through the deprivation of liberty of the perpetrator, from 15 to 25 years, among other measures.

Article 4 refers to the use of controlled substances, which appears to be punishable, from 6 months up to 2 years in prison, or a fine, in some cases the penalty may be higher.

The main question is related to what measures are required if a person has consumed certain prohibited substances, without having the drug at him during the identification by law enforcement, but also how could we test whether he has consumed willingly or unwillingly those substances regulated by law?

If consumption is punishable by law, how can we help people who need specialized support?

If a person confesses this to a psychologist, from a legal point of view, he should notify the law enforcement, because his actions are a crime, however, he has a professional obligation to help the patient to solve his problems for which he asked for help.

From a legal point of view, information campaigns could be carried out, but are harm reduction campaigns essentially a lament for the crime of illicit drug use?

Many other questions may be the subject of this confusing legislative analysis, and this legislative tolerance of drug users for treatment may cause the effectiveness of programs generally conducted by state employees.

6. Conclusions

Drug use in Romania is not the subject of a serious social problem, as it is the case in the USA, where the use of opioids and other substances created a national problem.

The effects of drug use in Romania seem to be treated, in general, by the governmental organizations, such as the National Antidrug Agency, but also by other institutions, such as Rahova Penitentiary Hospital, which is one of the most used institutions to treat the effects of withdrawal –these services being, in general, for detainees. However, harm reduction campaigns seem to be placed under a diminished light, as they are mentioned in some reports, but nothing important has been reported in the media.

We need to take this issue seriously and continue to prepare information campaigns, which will create partnerships with local NGOs, in order to identify consumers and their hotspots, thus minimizing the risks of diseases, with a high degree of community transmission, such as HIV or Hepatitis.

This also regulates certain ways in which individuals can seek aid in solving their drug use issues, without worrying that they may be tried, arrested or fined for their illness. From this point of view, harm reduction campaigns can help in generating information about the reasons why individuals do not ask for help from governmental institutions to solve their problem, thus increasing legislative efficiency and bringing more knowledge to the police in order to eradicate the problem, not the effects.

When we discuss the harm reduction campaigns needed in Romania, we must also discuss the need to adapt the principles of risk reduction in order to reduce the number of deaths caused annually by excessive alcohol consumption.

Campaigns to promote responsible alcohol consumption are an immediate necessity in Romania, as are campaigns to reduce the risks of tobacco use, especially since these two substances are included in the category of substances with psychotropic effect and can in turn generate a predisposition to acquire new addictions, such as an addiction to cannabis or cocaine.

Laboratory studies conducted by the National Institute of Health (USA, 2011) used rats to determine a possible link between nicotine addiction and increased possibility of cocaine dependence, forming a theory in which nicotine was shown to be a gateway drug for cocaine.

Alcohol has also been shown in laboratory studies to act as a gateway drug for other substances such as nicotine, marijuana etc.

Thus, it can be concluded that in order to reduce certain risks caused by drug use in Romania, the national strategy should be aiming to create a concrete and coherent legislative framework, continuing the actions taken by national agencies and improving them by linking civil partnerships, so that the costs could be reduced for the country.

However, we also need to develop sustainable activities, through which to develop ways to reduce alcohol and tobacco consumption, by establishing concrete strategies, intended exclusively for this purpose and by establishing civil contracts in order to reduce the risks of alcohol consumption and tobacco.

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SOLO INTERNATIONAL MOBILITY AND FAMILY STRATEGIES OF ANTIQUE DEALERS IN WESTERN CAMEROON

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Abstract: *Globalization, the education of women, the female wage earners and their resulting emancipation are at the basis of a certain number of transformations that African societies are going through today. The transformations in question can be grasped through the dynamics of populations, in this case the mobility of men and women who circulate on either side of the terrestrial globe. Nowadays, we observe the emergence of new figures of mobility and international migration, namely women and children. Currently, women have become real actors of mobility and international migration. The reflection initiated in the context of this article follows on from work on international mobility and family strategies. It is based, empirically, on the analysis of the realities experienced by the populations of western Cameroon by seizing the antique dealers from the Nun, actors of international mobility in their family strategies. In the Nun, art constitutes a field which not only provides enormous wealth, but also the one which ipso facto leads its actors on the scene of international mobility. Like the members of their families who are there, when the antique dealers are staying in the Nun, they show signs of material and financial ease. However, the particularity of the international mobilities they carry out between Cameroon and other countries around the world is based on the fact that they are fundamentally male. Indeed, unlike other players in international migration that we meet in other fields of activity which most often transform family reunification into reality in record time, antique dealers carry out their travel movements to foreign countries on their own. Forms of mobility that do not result in the breaking of ties between antique dealers and members of their families who have remained in the middle of their departure, especially women and children. In concrete terms, the long-term stays of antique dealers outside the Cameroonian national framework do not destroy family harmony. Based on documentary analysis, direct observation and semi-structured interviews, this research enabled us to decipher the strategies that antique dealers, actors of international mobility, implement to maintain the bond they have with their family members. In fact, antique dealers use the telephone and the Internet to bypass the remoteness imposed on them by the exercise of their profession. They make significant investments in material and financial terms to ensure the management and control of their families from a distance. They do not hesitate to settle in a host environment as part of immigration or a white marriage contract. In the same sense, they proceed to the marginalization and the peripherization of the members of their families by involving them in their activities in a geographical space limited to the national framework. In terms of perverse effects, their movements are not without influence on the conjugal family and tradition.*

Keywords: International solo mobility; Family strategies; antique dealer; West Cameroon; Noun.

1. Introduction

Globalization, the education of women, the female wage earners and their resulting emancipation are at the basis of a certain number of transformations that African societies are going through today. The transformations in question are able to be grasped through the dynamics of populations, in this case the mobility of men and women who circulate on either side of the terrestrial globe. In a context marked by the remoteness of migratory distances, we can observe the emergence of new figures of mobility and international migration, namely women and children. Currently and for

nearly three decades, according to the analyzes of Gregory (1988), women have become real actors in mobility and international migration. From a period when the international migrations of women were more conceived within the framework of family reunification and where women made their movements with their spouses, what Akouma Kouni (1993) describes as "Passive female migration" in his work, he There is currently a trend towards the feminization of migration, with women moving more and more alone. The reflection initiated in the context of this article follows on from work on international mobility and family strategies. It takes the opposite view of the contemporary research movement that involves women as real actors in the dynamics of international mobility or migration. Also, West Cameroon, in particular the department of Noun, is a Cameroonian locality made up mainly of Bamoun. Sculpture is a widely practiced activity there. The production, transformation and marketing of works of art that take place in this part of Cameroon are the object of admiration and even envy on the part of almost all social categories, in this case young people. Art in the Nun constitutes a field which not only provides enormous wealth, but also the one which ipso facto leads its actors on the scene of international mobility. Given that there are many nationals of this locality who are settled outside Cameroon, that is to say in all or almost all the countries of the world. Just like the members of their various families who are there, when the antique dealers are staying in the Nun, they show outward signs of material and financial ease. It is in this capacity that Honoré Mimche and Zenabou Tourere, speaking of antique dealers in West Cameroon, emphasize that*"Through their mobility and the social and economic networks they mobilize, these populations specializing in the marketing and export of works of art are at the base of the constitution of a new bourgeois class. Being an antique dealer has become locally an indicator of social success, even a class ethos "(2009: 80).*Concretely, the antique dealers constitute in the West of Cameroon an upper social class on the economic level, an economic elite to use the notional category of our two authors.

However, the particularity of the international mobilities they carry out between Cameroon and other countries around the world is based on the fact that they are fundamentally male. Indeed, unlike other actors of international migration that we meet in other fields of activity like diplomats who most often transform family reunification into reality in record time, antique dealers carry out their mobility. on both sides of the different countries of the world in solo. In other words, they move around leaving their wives and children in their home environment. A reality that is revealed by these words Philippe Pierre (2003: 32) when he affirms that*"The duration of international mobility is diversifying (from a few weeks, without the spouse and children, to several years)".*

The solo mobility in question does not reflect a break in family ties between the antique dealers and the members of their families who have remained in the midst of their departure, namely women and children. The stays of the antique dealers often of long duration because being expressed of times in terms of years, do not destroy the family harmony. It is therefore right that we can ask ourselves a number of questions. In particular, qhat are the strategies that antique dealers, actors of solo international mobility implement to "make family at a distance" when they settle at a destination having left their spouses and children in their home environment? How do family strategies differ depending on whether international migration is initiated by a man or

a woman? How do family strategies vary depending on the national or international nature of migration? Under what conditions do families reunite at destination?

To answer these different questions, this research adopted a qualitative methodological approach. In doing so, direct observation, non-formalized interview and semi-structured interview are field investigation instruments that have been used. Direct observation has facilitated, on the basis of knowledge of the environment, the identification of a number of cases. The informal interview consisted whenever the opportunity presented itself, to provoke a discussion with the people who could have a more or less interesting opinion on the question. As for the semi-structured interview, it was carried out with antique dealers, actors of international mobility, their wives, their children and other members of the extended family. It was also carried out with people who have held a position of responsibility in the municipality, an actor from civil society and an imam. On the subject of data processing and analysis, thematic content analysis was of great help. It is therefore for this purpose that the present work is structured around five points, namely the consensus around the key concepts, the family strategies of antique dealers in solo international mobility, the women antiquarians in family strategies in connection with international mobility, the variation of family strategies in national and international mobilities of antique dealers and theirs conditions for the reunification of the families of antique dealers in a host environment.

2. Consensus around key concepts

One of the requirements that research work in the social sciences must meet, following the principles set out by researchers such as the French sociologist Emile Durkheim (2007), consists in defining the concepts beforehand. Indeed, the structuring terms identified in this work deserve to be clarified. The concept of international solo mobility is made up of three variables, the noun mobilities, the qualifying adjective international and the adverbial phrase solo. To understand the concept of mobilities, it is advisable to start from migration which is conceived as being the movement of populations from a point X to a point Y with mobility of residence. After André Akoun and Pierre. Ansart (1990: 341), "migration is a displacement of the population with a change of residence, from one geographic unit to another [...] from one living space to another". In order to talk about mobility from the perspective of this work, migration must first take place. Thus, the continuous movements of trips between Cameroon, the place of departure, and the country or the continent of destination, the host environment, reflect mobility. The same is true of movements of travel between several countries within the host continent. The adjective international qualifies a phenomenon that is developing in several countries. As for the adverbial expression in solo, it accounts for an action that a man or a woman performs alone, that is to say without the company of any person. In short, it is an action that we perform in a solitary way. In this logic, international Mobilities en solo designate, within the framework of this work, all the movements of movements of the antique dealers which are carried out from the West of Cameroon to achieve a migratory route which goes beyond the national framework in order to reach many countries of all or almost all the continents of the terrestrial globe in the exercise of their profession. In this sense, the movements of displacements carried out go from the west of Cameroon, in particular from the department of Noun, mainly cross Cameroonian cities such as Kribi, Douala and

Yaounde. They affect all the continents of the earth, reaching countries such as Gabon, Equatorial Guinea, Nigeria, Chad, Morocco, Tunisia, Côte d'Ivoire, Senegal or South Africa on the map. African; France, Germany, England, Italy, Spain, Belgium and Switzerland at European level. These movements reach the American continent where they cross countries like the USA and Canada in North America and Brazil, Argentina and Venezuela in South America, not to mention the countries of Asia.

In the same logic, two elements structure family strategies, the substantive strategies and the qualifier family. Strategy is the set of means implemented by one or more individuals, when they face a certain number of constraints, to achieve their ends. It is in this perspective that it is defined as the art of organizing and coordinating a set of operations to achieve a goal. (Gerti Hesseling 1991: 205) in his conceptualization, affirms that it is "the way in which an actor achieves his various objectives according to the constraints to which he is subjected and the means at his disposal". By applying it to the family,

An antique dealer, in a simple way, is presented as a merchant of objects of antiquity. It is important to know what your work is based on. It is about a person who exercises a profession which consists in carrying out the collection, the restoration and the marketing of objects of antiquity or at least of old objects of art. In fact, it is important for anyone who works as an antique dealer to have a good knowledge of art objects, a mastery of the art. Because, to exercise this profession, it is necessary to know the art which is the object of the trade of which the question of authenticity occupies an important place. Beyond knowledge or mastery, it is necessary to have a minimum of knowledge in art treatment. There are times when a part needs to be treated before it goes on sale. This is what the antique dealers of West Cameroon have as an advantage. For the most part, they were craftsmen before becoming antique dealers. So, within the framework of the training in the trade of antique dealer, those of the West of Cameroon who are defined as such have for the most part started beforehand by being craftsmen. This clarification contributes to the explanation of the amalgam that exists in the universe of antique dealers in Western Cameroon. In fact, many artisans in this environment define themselves as antique dealers. However, this amalgamation should not take place. Insofar as the craftsman is the one who produces manual works. This subsequently allows us to understand the nuance that exists between the objects that are handled by the two art workers. In fact, while the craftsman produces contemporary objects, the antique dealer collects and sells ancient art objects. What are the latter's family strategies in international mobility?

3. Family strategies of antique dealers in solo international mobility

There are many strategies used by antiquarians in western Cameroon to form a family at a distance when they are in reception settings, as part of their international mobility while their wives and children have remained in the starting environment and varied. They range from the use of new information and communication technologies (NICT) to the mobilization of the family sociability network through the solitary control of the calendar, the diplomacy of the financial weapon, the almost permanent installation in the environment, reception white marriage and the creation or development of activities at the national level.

4. The telephone or the Internet, the main link between mobile antique dealers and members of the family network

Telephone contact remains the main link between antique dealers on the move and members of their families who are still in the middle of their departure. It is the same for the internet connection. Indeed, distant from their families because of their international mobility, antique dealers use the power of the telephone to stay close to them. They keep in touch with the members of their families who remained in the middle of their departure by making regular phone calls through which they make sharing and exchanges of feelings that allow them to keep each other powerful emotional ties. The telephone calls that mobile antique dealers generally make to their families are characterized by the time and duration of their execution or the number of interlocutors, of receivers who intervene during their course.

The calls in question, at the level of the conjugal family, are generally received after the evening meal if not at the end of the day. They usually take a long time, half an hour and sometimes hours. A way for the actor of international mobility to mark his presence even though he is actually absent, with a view to immersing himself in the various problems or realities of the family. Compared to interlocutors or call receivers, the spouse of the mobile antique dealer is most often the main interlocutor. It is through his device that the calls are generally received and the children or all the other people living in the same housing unit exchange in turn with the actor of international mobility so that the phone is returned to his spouse after the round of household members. It is not wrong to point out that this call to bypass the distance vis-à-vis family members is sometimes made directly via the device of the member with whom the international mobility actor needs to exchange , without necessarily going through the spouse. However, the least that can be said is that this approach which consists for antique dealers in communicating with all the other members of the conjugal family through the spouse's phone is not free at all. It is a strategy or mechanism for monitoring family members. Through these calls, the actor of international mobility checks the family unit and the state of discipline within the family. In fact, through these phone calls, the antiquarian is made aware of who is or is not in the living unit at a time of day when everyone is supposed to be at home, in accordance with current practices in West Cameroon, particularly in the socio-cultural world of the Bamoun.

Beyond phone calls, the internet connection that we use thanks toto a computer, a smartphone or at least a mobile phone in the current context of the digital revolution, with the advent of the most sophisticated devices, is used by antique dealers in international mobility to stay in contact with their families in starting midpoint. It is actually through the Internet that the exchange of certain documents, like photos, takes place between antique dealers and members of their families. In the same sense, antique dealers use devices such as Skype, Face book, WhatsApp, if we stick to the most used, to carry out more or less active exchanges with members of the family. These different correspondences that antique dealers make with family members back in the country through the telephone and / or the internet connection, although being virtual, are still effective. They are effective in the sense that they constitute a factor of communion between the members of a transnational family, a family whose members are distributed in different and distant national spaces.

5. Knowledge and solitary mastery of the calendar

The fact that the antique dealers in western Cameroon are the only ones to have knowledge and even mastery of their calendar, with regard to the scheduling of their various activities and their movement movements on a purely programmatic level, plays a strategic role in maintaining family stability. Indeed, antique dealers do not easily share information relating to their mobility, especially when they are in the middle of their destination. In the dynamics of international mobility, when an antique dealer takes upon himself the responsibility of staying for a relatively long time in a host environment, he does not easily transmit the exact information to his family, even to his wife and children. That, with a view to avoiding arousing family panic and creating frustration that could lead to a breakdown of the union. It is in this logic that, to maintain the harmony of the family although being far from it, the antique dealers generally adopt the attitudes of the people who will be with their families in the near future even if the idea of making a long stay at destination is already stopped at their level. They entertain family members with very nice words. It is in this vein that they reach the end of their stays as planned or defined. Antic dealers generally adopt the attitudes of people who will be with their families soon even though the idea of making a long stay at their destination has already been decided at their level. They entertain family members with very nice words. It is in this vein that they reach the end of their stays as planned or defined. Antics dealers generally adopt the attitudes of people who will be with their families in the near future even though the idea of making a long stay at their destination has already been decided at their level. They entertain family members with very nice words. It is in this vein that they reach the end of their stays as planned or defined.

6. Financial weapon diplomacy

Money is an exchange instrument which allows social actors to carry out their various financial transactions. It is wisely used by antique dealers to ensure the management of their families from a distance. Money is a weapon for maintaining balance in the families of antique dealers. Because of their absence, the sums they send to family members, friends and colleagues, through money transfer structures, for the satisfaction of their daily needs, are important and subsequently interesting. By indicating that Express Union constitutes the relationship that exists between antique dealers in international mobility and their families who have remained in the middle of their departure, when they are in host environments, most of our informants in the field reported that money is a strong link between antique dealers and their families, especially their wives and children back home. In antique dealers, the family management method, when it involves expenses such as the payment of food ration, schooling, and hospitalization, the purchase of medicines or assistance to other members of the family extended in difficulty is the one that involves making money transfers. Because we have at our disposal a person abroad or a person among the whites, to use the expressions consecrated in the family universe of the antique dealers of West Cameroon, a person who can intervene at any time to unblock a given difficult situation, one is not only safe, but also and above all one remains faithful to this person. This reality allows players in international mobility linked to the art to manage their different families remotely. From this perspective, it is essential as a family strategy.

7. The installation of antics dealers in a host environment, a destination integration strategy or a family strategy?

Antics dealers, in their multiple logics of international mobility, for some adopt destination fixation as a strategy. This fixation constitutes not only a strategy of integration in the reception environment, but also and more a family strategy. In fact, when they arrive in reception centers, they explore the environment. When they immerse themselves in the environment in question and not only manage to identify the favorable framework for carrying out their activities and manage to resolve the difficult equation of residential integration, they become sedentary. In doing so, they move from a mobility situation characterized by frequent residential instability to another defined by being fixed in a well-defined place in this perspective. This fixation, the better this anchoring constitutes a strategy of socioeconomic integration in the host environment. It allows antique dealers to capitalize on the longer or shorter time to get to know the environment, mobilize the necessary resources and, as far as possible, formalize the installation and subsequently the integration. It is more of a family strategy in the sense that it no longer gives the migrant antiquarian the possibility of being in frequent mobility, that is to say in frequent movements back and forth between the place of departure and the host environment, between the country of origin and the country of destination. Suddenly, the members of the family, in particular the women and the children emerge in a decisive way as a category of actors which ensure the supply of the antique dealer with products intended for the commercialization.

In reality, with the installation of antique dealers in the host environment, antique dealers who were initially key players in the process of collecting and marketing objects of art, it is no longer possible for them to intervene physically and regularly in the middle of the start. Thus, women and children come fully into play. They become essential in the dynamics of operations. It is they who now carry out the collection of ancient art objects for those objects that come from Cameroon. This participation of members of the family network in the exercise of the profession of antique dealers as actors of the collection makes them indispensable people. A reality which is not without effect on the family in the sense that it allows the different members to evolve from now on in synergy. Although the white marriage is one of the corollaries of sedentarization.

8. The union contract in the host country, when the family strategy involves a white marriage

The antique dealers who are at the heart of this research are, from a statistical point of view, overwhelmingly Muslims. They practice Islam for the most part. A religion in which the polygamous marriage regime is admitted. On this basis, they contract unions in the middle of the destination although they have left their spouses in the middle of the departure. In fact, the migration or international mobility project being a development project where antique dealers take the initiative to improve their living conditions and those of their families by moving, on land or in the host country, they do not skimp on any means of integration. It is in this perspective that other unions intervene. Unions which take place in the host territory and which are generally sham marriages. The white marriage being understood here as being the various contracts of union with women of nationality of the host country with a view to

facilitating the procedures for obtaining papers. Papers which in turn make it possible to promote socio-economic integration in terms of access to the advantages which have hitherto been reserved for nationals or at least for any person having obtained the nationality of the host country.

It is appropriate to say that it is the papers that make naturalization possible. A phenomenon that promotes the economic and material well-being of family members who have remained in the country of origin or in the midst of departure. We cannot avoid the fact that these unions constitute at the same time a framework of sentimental, emotional and sexual development for the antique dealers in the host country. Given that the form of mobility or at least international migration in which they are registered is mobility or solo international migration. In the host country, they have neither spouse nor children. The spouse with whom one is able to satisfy a certain number of sentimental, emotional and sexual needs. A reality which fundamentally explains the new contracts of union or white marriage in the land of reception.

9. Investment in economic activities at the level of the country of origin for the well-being of the family

Antique dealers are economic entrepreneurs. Their profession is eminently economic entrepreneurship. Apart from the fact that they carry out movements to go and carry out operations of trade in ancient art objects in foreign countries, they do a lot of business in Cameroon. In fact, the first characteristic feature of antique dealers, in particular those who have had notable success in the profession and who are regularly on the move not only between Western countries and Cameroon, but also between Western countries, since the West constitutes the most popular destination, is based on the fact of the provision of a gallery in one of the two main Cameroonian cities of Douala and Yaounde. These galleries are local art exhibition spaces. They are intended for exhibition or marketing and at the same time constitute initiation frameworks for family members, in this case the youngest who are interested in the profession. The galleries also ensure the supply of family members of antique dealers who have remained in the country when the antique dealers are going through difficult times in the exercise of their profession and cannot provide for the needs of the latter. Since there are times when the activities do not work. We therefore use the resources already accumulated or other sources of accumulation of economic capital. in this case the youngest who are interested in the profession. The galleries also ensure the supply of family members of antique dealers who have remained in the country when the antique dealers are going through difficult times in the exercise of their profession and cannot provide for the needs of the latter. Since there are times when the activities do not work. We therefore use the resources already accumulated or other sources of accumulation of economic capital. in this case the youngest who are interested in the profession. The galleries also ensure the supply of family members of antique dealers who have remained in the country when the antique dealers are going through difficult times in the exercise of their profession and cannot provide for the needs of the latter. Since there are times when the activities do not work. We therefore use the resources already accumulated or other sources of accumulation of economic capital.

In the same perspective, antique dealers invest in real estate. They are real players in the national rental housing market where we meet them as owners or lessors. The field of transport is no exception. They have shares in travel agencies or

owners of transport vehicles. This is the case with taxis for urban transport or coaches, or even buses or minibuses for interurban transport. It is wise to indicate that the financial resources generated within the framework of these different activities intervene as palliative or reserve resources. When business goes through tough times with antique dealers and when they face financial hardships,

10. The family social network, a protective shield for members of the family network in difficulty

The extended family acts as a protective shield for members of the nuclear family of antique dealers. It plays this role when the latter are in difficulty or are conspicuous by their absence due to migration or solo international mobility. Indeed, during the times of absence of the antique dealers, their close families, the members of the conjugal family, including the spouse and the children, are placed under the authority, the control and the protection of the extended family. In this logic, the communitarianism which prevails in the societies of the West of Cameroon and which materializes by the various forms of mutual assistance, participates in a strategic way to fill the void created by the absence of the antique dealers. In fact, during times of absence from antique dealers and more so during prolonged absence, a form of irregular absence which generally results in the breakdown of telephone communication and the cessation of transfer of financial resources or material goods, members of the extended family generally intervene as a substitute for antique dealers. They give them the support they need as much as possible. This is the case of multifaceted support in the areas of food, health, education and clothing when attention is focused on the elements that are mentioned repeatedly. They give them the support they need as much as possible. This is the case of multifaceted support in the areas of food, health, education and clothing when attention is focused on the elements that are mentioned repeatedly. They give them the support they need as much as possible. This is the case of multifaceted support in the areas of food, health, education and clothing when attention is focused on the elements that are mentioned repeatedly.

11. Women antique dealers, family strategies and international mobility

The profession of antique dealer is the prerogative of men. Few are the women who evolve in this field of activity. They are there all the same, but in an ancillary way. Proof that "the right to migrate is desexualized" as Honoré Mimche et al. (2013: 171). Throughout the analysis, the family strategies of antique dealers have been the main focus of this work. Because men exercise a monopoly in this area of activity, the family strategies highlighted up to this level are masculine strategies. In order to demonstrate to what extent the family strategies of antique dealers are different depending on whether the migration is initiated by a man or by a woman, it is advisable to take an interest in women antique dealers or women antique dealers in the dynamics of international mobility.

The analysis of the field of activity of antique dealers at the national level, better the decoding of the national field of the collection and the marketing of the old objects of art reveals a weak female representativeness. The same is true, if not more, of the careful observation of the network of international mobility of antique dealers in western Cameroon. This low female representativeness, far from being perceived as a trivial phenomenon, constitutes in the opinion of this research an indicator of the

strategic refusal of women to take an interest in a sector of activity which maintains relations of excommunication with marriage.Marriage constituting in the West region of Cameroon and in this case in the Kingdom of Bamoun, a decisive element of mobility in the social hierarchy. Since, whatever the social position that the woman of West Cameroon occupies, if this position is not associated with that of wife, she always has the feeling that something is not working. Because of this reality, the women we meet in this field of activity are essentially free women. Women who are not married and whose main characteristic is that they are marked with the seal of autonomy and responsibility towards themselves. Their status as free and autonomous women gives them the power to define their orientations on their own. They are not under the control of a man who would come and dictate to them what to do. They manage to move around at their convenience in a full-time activity.

Regarding married women, since there are some; the family strategy consists in subscribing to the logic of marriage when the employment equation is already resolved. In fact, married women antique dealers generally ensure their professional integration before entering matrimonial matters. To be honest, they get married when they are already working as an antique dealer. Certainly, with a view to imposing or keeping their profession when they get married. However, this reality does not allow them, as is almost the case with free women, to deploy in the same way as men who evolve in the profession.

It is wise to note that in the international migration of antiques which is developing in stages, women who make the displacement are rare. Strategically, the size of those on the move is statistically very puny. They are not only very few in number, but also and more from the category of independent or free women antique dealers.

In the same analytical perspective, women antiquarians register their mobility dynamics on a purely tactical level within a restricted spatiotemporal framework. In fact, compared to space, they are rare, those of women antique dealers who move to the point of going beyond the Cameroonian national triangle. They are limited most often and for the most part to the level of the first stage of the process of international migration by stages that constitute the cities of Douala and Yaoundé. It is within this spatial framework, in particular in these two cities that they ensure the distribution of their products. When their trips did not only consist of going to the two international airports of Yaounde Nsimalen or Douala. Failing to go to the port of the economic capital of Cameroon to transfer products to partners abroad by sea. In addition, in relation to the time spent at destination or the length of stay in a reception environment, female antique dealers spend less time compared to their male counterparts. In the same sense, they spend less time in the profession, the better they retire earlier.

12. **Strategic variation linked to the migratory route in the dynamics of international mobility**

The strategies that antique dealers implement to make family from a distance are many and varied. They vary according to the migratory route in the dynamics of international mobility. In fact, depending on whether the migratory journey carried out is limited to the national territorial framework or goes beyond, the family strategies of antique dealers are diversified.

The analysis of the system of solo international mobility of antique dealers in Western Cameroon reveals the highly strategic and subsequently unavoidable character of Douala and Yaoundé. These two cities are the main stopover points for antique dealers not only when they make the outgoing migration, but also when their migratory movement is that of return. During the departure trip, Douala and Yaoundé constitute the first stages of the migratory journey or the first transit hubs that antique dealers use for African, European or American countries. The antique dealers have made these two spaces places of mobilization of resources for the continuation of the migratory journey. Until this stage, during emigration, they benefit from the real and not virtual warmth of the members of the family network who provide them with direct support. Which supports are expressed in terms of assistance in the various operations linked to the final preparations for the trip. Thus, they are involved in the last purchases that the antique dealers make in the two big cities of Cameroon. In the same sense, they are the main guides up to the level of the two international airports.

As part of their return trip or when the antique dealers come to Cameroon for a stay, depending on the city from which they are arriving or landing, family members make the trip from the home environment to ensure l 'reception of their spouses or their parents when the children are part of the delegation that travels to welcome them. Frequently, it is the women who make the trip to welcome their spouses. The women in these two big cities, will most often welcome, better pick their husbands fresh from the descent of the plane. In this sense, they reconnect with emotional warmth, no longer virtual but real, insofar as they achieve physical contact with their husbands.

What makes the particularity of this stage in the dynamics of the international mobilities of antique dealers to the point of accounting for the strategic variation depending on whether the migratory route is national or international? It is based on a key parameter linked to the active and direct participation of the conjugal family network alongside the antique dealers. Indeed, the transit migration of antique dealers in Douala or Yaoundé takes place, as is already apparent in the background above, when they move from West Cameroon or simply from the Noun department to go beyond the national triangle. The stopover time in these two transit cities for antique dealers is spent in the company of members of the family network or at least between spouses. This transit migration is expressed in three main ways. It is first of all transient insofar as it lasts a short time. In general, this mode of transit is used during migration or return journeys. It is then temporary. In the sense that antique dealers, in their movements, are often part of the logic of spending a more or less long time in the middle of transit. But, it is a clearly and predefined time to spend in the two big cities before continuing the migratory journey. This transit modality operates both in the outward phase and in the return phase in international mobility. Finally, it is temporary, insofar as the antique dealers in their migratory projects, settle temporarily in a first step in one of the two big cities in order to carry out the continuity of the process after having mobilized a certain number of necessary resources. Whether in passenger, temporary or temporary modes of transit, antique dealers generally make their stop over in Douala and Yaoundé in the company of members of the family network. A reality that differs from other forms of transit migration that antique dealers perform when they are on the move outside the

national spatial framework. Since they do them solo, that is to say without any family company. Under what conditions does the family unit of antique dealers, dislocated due to their international mobility, become established in the host environment? Antics dealers generally make their stopover in Douala and Yaoundé in the company of members of the family network. A reality that differs from other forms of transit migration that antique dealers perform when they are on the move outside the national spatial framework. Since they do them solo, that is to say without any family company. Under what conditions does the family unit of antique dealers, dislocated due to their international mobility, become established in the host environment? Antics dealers generally make their stopover in Douala and Yaoundé in the company of members of the family network. A reality that differs from other forms of transit migration that antique dealers perform when they are on the move outside the national spatial framework. Since they do them solo, that is to say without any family company. Under what conditions does the family unit of antique dealers, dislocated due to their international mobility, become established in the host environment?

13. The conditions for the reunification of the families of antique dealers in a host environment

The families of the antique dealers reunite at their destination when the children have not only adopted the trade of their parents, but also and more so when they have become adults. Indeed, when the antique dealers initiate their migratory project, by implementing it, they carry out, from a physical point of view; a movement of displacement which makes them operates a rupture or a separation with the other members of the family network. By focusing attention on the nuclear family, the international migration of antique dealers and the dynamics of mobility in which they are part of causing separation from members of the family network, in this case women and children. Their inclusion in the dynamics of international mobility also creates a rupture between them and members of the extended family. This is the case for grandparents, parents, aunts and uncles, cousins or any other people with whom they have special ties, such as friends. Therefore, the separation or rupture that migration and the international mobility of antique dealers entail takes into account both the nuclear family and the extended dimension of the family institution.

However, because it is the nuclear family members who are most affected by separation, in that they are the category of people on whom the realities of separation have the most impact, that either positively or negatively, there is more interest in the nuclear family. By being part of a dynamic of international mobility alone, in other words by leaving women and children in the middle of departure, this creates a rupture which subsequently leads to the dislocation of the family unit. In this logic, we observe the emergence of a transnational family with members who are now established both on the national territory and beyond. The other members of the family, mostly statistically, remained in the middle of the start.

In such a context, the reunification for the antique dealers with the members of their family who remained in the middle of departure should take place when the latter have arrived to make the trip to join them at their destination so as to reconstitute the family in the middle of installation. This reunification could also take place in the event that one of the members of the family network who remained in the middle of departure would have migrated for the host country. However, that is not the case.

Given that antique dealers have made an international migration solo and are the only ones to be part of a dynamic of international mobility. Speaking of migration or international solo mobility, since it is important to come back to this and provide other details, this does not only reflect the fact that the migratory movement is carried out alone, in other words, without any family company. This also indicates that no member of the family of antique dealers made the trip to join them at their destination. Whether it is his spouse or his children. In reality, the exception is made for adult children and precisely those who have followed in the footsteps of parents in the profession. Therefore, it is on condition that the children have adopted the profession of the parents, that they have become adults and registered in the dynamics of international mobility that the reunification of the families of the antique dealers at destination is possible. This also indicates that no member of the family of antique dealers made the trip to join them at their destination. Whether it is his spouse or his children. In reality, the exception is made for adult children and precisely those who have followed in the footsteps of parents in the profession. Therefore, it is on condition that the children have adopted the profession of the parents, that they have become adults and registered in the dynamics of international mobility that the reunification of the families of the antique dealers at destination is possible. This also indicates that no member of the family of antique dealers made the trip to join them at their destination. Whether it is his spouse or his children. In reality, the exception is made for adult children and precisely those who have followed in the footsteps of parents in the profession. Therefore, it is on condition that the children have adopted the profession of the parents, that they have become adults and registered in the dynamics of international mobility that the reunification of the families of the antique dealers at destination is possible.

14. Conclusion

To mark a pause in this reflection, it was a question of analyzing the strategies that the antique dealers of West Cameroon, registered in the dynamics of international mobility, use to maintain the link with the members of their families who remained in the country. Indeed, the antique dealers of the West of Cameroon use the NICT in this case the telephone and the Internet to bypass the physical distance which imposes on them the exercise of their profession. They make significant investments in material and financial terms to ensure the management and control of their families from a distance. They also do not hesitate to settle in a host environment in the form of permanent migration or sedentarization and in terms of a white marriage contract. In the same way, they proceed to the marginalization and the peripheralization of the members of their families, their wives and their children, by involving them in their activities in a limiting spatial grid because restricted to the national framework by making an exception to the adult children who have embraced them not in the profession. This research work reveals that, notwithstanding the distance that separates antique dealers from members of their families, due to the dynamics of international mobility in which they are involved, technological, material, financial, economic and social resources allow them to make remote family. In terms of research perspective, what can be the perverse effects of the real prolonged physical absence of antique dealer's vis-à-vis members of their various family networks.

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ACTORS OF DOMESTIC VIOLENCE

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Abstract: *In today's society, domestic violence is an extremely widespread phenomenon, being found both in rural communities and in the largest cities and urban settlements. The transition from a totalitarian state to a democratic rule has led to major changes in society as a whole, with Romania facing major changes of a political, economic, social and cultural nature. Along with the occurrence of these changes, the idea of family has also suffered, because, in the context of modern life, it is moving further and further away from its traditional model. The investigative approach consisted in conducting a quantitative research, the main tool being the questionnaire applied to a sample of 30 people, of which 28 came from urban areas and 2 from rural areas. The age of the respondents ranged from 20 to 65 years.*

Keywords: portrait; victim; aggressor; domestic violence; family.

1. Introduction

In our country, the phenomenon of domestic violence became a topic of public discussion after 1995. The modernization of society has led to a certain emancipation of women, and this has caused profound imbalances in the family, women becoming more independent and more concerned with her personal, social and professional development**.**

As far as men are concerned, we can say that, although the Romanian society has undergone a significant evolution in recent decades and the differences between men and women have diminished considerably, most Romanians continue to have a traditional mentality, which places women in a position of inferiority, her abilities and aspirations being treated with superficiality or even indifference by men. Social attitudes and stereotypes are those that legitimize the dominant role of men and the subordinate role of women, and they have been perpetuated throughout human history, so the mentality of authority and superiority of men over women is one of the main factors generating violence in the home.

2. Portrait of the family aggressor

Aggressive behaviour can take many forms as defined from various perspectives on behaviourism, interactions with others, perception, culture and type of education, the society to which the individual belongs. Aggression is often associated with irresponsibility, isolation, lack of empathy, destructive desires, selfishness (http://www.revistacalitateavietii.ro/2018/CV-3-2018/CV-3-2018.pdf).

In most cases, aggression is instinctive in nature, but the influences of the environment in which the individual interacts are inevitable. People may be tempted to imitate the deviant behaviour of others and may be encouraged to engage in destructive behaviour. According to Bonea, (2013), aggression can be influenced by several factors: cultural typology, customs and habits of the community, socialisation models; mental predisposition prone to excesses of anger; tolerance promoted in society towards blunt behaviours towards family members; as well as accessibility to various hallucinogenic or alcoholic substances.

Characteristics of domestic aggressors: They often have low self-esteem; they exhibit an interpersonal dependence on their intimate partner; building relationships in a short time; abusers are overly jealous; manifests a controlling behaviour over the victim; they often have unrealistic expectations and pretensions; use isolation as a strategy.

As regards the typology and the portrait of the family aggressor, consulting the studies carried out by Dutton, 1997 in "Journal of Interpersonal Violence", Constantinescu (2008:95) presents the characteristics that are found in subjects who abuse their family, namely:

- **Type 1** – violent / antisocial people, who represent the most physically violent typologies, with a penchant for alcohol, drugs etc.;
- **Type 2** – borderline personalities, group, comprising individuals who are difficult to attach, are impulsive, hypersensitive, capricious, oscillating between anger and indifference;
- **Type 3** – represents people with emotional instability; this group includes 25% of violent individuals whose behaviour is emotionally aggressive.

Depending on the risks to which the victim is subjected, Healy et all. (1998) make another classification of the aggressors, namely:
1. The low-risk aggressor, who represents the individual with the first violent behaviour, who did not have a history of violence, did not have a chaotic behaviour, did not commit offenses during the separation period;
2. The average risk abuser is the person with more than two risk factors, namely: child abuse, countless separations, a partner who abandoned the family and had casual relationships, fines or arrests for domestic violence, has no friends, has a history of other crimes;
3. The high-risk aggressor is the individual who presents the following risk factors: medical problems, arrests for domestic violence, offenses committed during the separation, previous substance abuse, when the aggression was committed, denial of any aggression or crime, refusal to let go the partner (Constantinescu, 2008:94).

3. Portrait of the victim

In everyday life, in the chapter of aggression on the part of the life partner, the woman plays a key role, and this is mainly due to her physical inferiority and her psycho-behavioural characteristics. It is difficult to understand the behaviour of the family aggressor, and not infrequently that of the victim, this dilemma leads us to the approach of analysing the portraits of the two actors involved. Canadian specialized studies, also conducted by the Canadian Correctional Service, outline the psychosocial

profile of the victim of domestic violence, a profile also described in the paper "Breaking the cycle of domestic violence" (1998), which presents the following: health problems manifested by chronic pain; frequent visit of the doctor; low self-esteem; episodes of violence during childhood; dependence on the partner; prioritizing the needs of the partner; alcohol / tranquilizers abuse; persistence of suicidal ideation or acts; child abuse by the mother; night disorders: insomnia, violent nightmares; anxiety, nervousness, agitation; difficulty concentrating, confused thinking, inability to make decisions; rigid views on the role of women and men (Constantinescu, 2008:96). The sign under which the victim lives is not only panic, anxiety, but also a bitter judgment. "I don't mean anything for those I come in contact with. But there is a substantial change in me" (Bogza, 1987: 371).

3.1 Victim's dependence on the aggressor

People can develop various dependencies or addictions, such as: tobacco, alcohol, gambling, work addiction or even people who cause them both physical and mental suffering. Silion, on the addiction syndrome of the victim of the aggressor, states that it is a special, particular case, called Stockholm syndrome. „Addicted people are actually trapped in a relationship from which they have no escape, nowhere to go, they are stigmatized, threatened and have no support outside the relationship. Or they don't even realize that they are victims until intense mental suffering or physical abuse occurs" (www.csid.ro/lifestyle/psihologie). In cases of financial dependence of abused people, a phenomenon existing in various families is a lack of reaction from the victim. The woman stays with her husband because she cannot support herself, she does not have the possibility to pay a monthly rent, to support her children and thus she chooses the option to be patient. Since the vast majority of abused women do not have the financial and material means to support their children, they do not have the alternative of an independent life. If the woman is active in the labour market and her income is in the small or medium range, this does not allow her to raise her children alone and, at the same time, to bear the expenses for the maintenance of a house.

Victim's dependence on the aggressor. The reasons why the victim does not leave the relationship are accurately illustrated in the literature, and the vast majority of surveys found that 26% of respondents consider violence a common problem in the family (mentality, cultural model), 17% of them expect for the aggressor to change (passive action strategy), only 14% love their partner (emotional dependence), 12% have no financial resources, and 12% have become accustomed (internalizing the violent model and accepting it as a way of life), 10% have no place to live (they lack the support network), 9% do not want children to suffer, ignoring the role of collateral victim of the child (Luca, 2009:173).

4. Reasons why women remain in abusive relationships

Women who are abused in the relationship experience a lot of feelings and emotions, each episode of violence has serious repercussions on them, but many of them choose to remain in the abusive relationship. Analysing the literature, we find the main reasons why women remain in abusive relationships:

1. **Distorted thoughts.** Controlling and harming people is traumatic and leads to confusion, doubt, or even self-blame;

2. **Low self-esteem**. As a result of the degrading treatment, the value that the victim has in her own eyes drops rapidly, especially since the aggressor sometimes repeats to the victim that she has no value and is alone, until the victim thinks that she did something bad and deserves to be assaulted (Whiting, 2016: 142);
3. **Fear**. The threat of bodily harm and emotional harm is strong and they use this argument to control and keep the victims captive, women are more often victims of this game than men;
4. **Desire to be a saviour.** Many women stay with abusive partners out of a desire to help them change through the love they offer. Other women are so dedicated to the marriage that they just want to show how devoted they are to those they have married. There are also women who put the interests of their partners above their personal interests, such a woman believing that she is God's help for a man who had a difficult childhood (Whiting, 2016:141);
5. **Child protection** is another reason why women refuse to separate from their aggressive partner, believing that the aggressor will direct their aggression against children if they escape from the common dwelling, while other women consider it a trauma for children to live. without a father. The conception of women is that it is their duty to keep families together, to tolerate abuse for the sake of their children (Zink, 2003:1429);
6. **Victim's family expectations and experiences** may be other reasons why women do not leave their abusive partners. If she lived in an environment where men assaulted women, they may live with the impression that healthy relationships include such incidents. Other women, though dissatisfied with the way their relationships are evolving, will refuse to separate on religious grounds or because of family pressure on them (Whiting, 2016: 141);
7. **Financial constraints** are often grounds for accepting abusive relationships, especially if children are involved. On the other hand, due to frequent abuse, the woman cannot keep a job or is even forbidden to get a job, but there are also women who are tempted by large sums of money by those they are in a relationship with;
8. **Isolation of the victim from family and friends** is another common tactic. Sometimes the isolation is physical, effective, but other times it is only emotional, as they are blackmailed and made to choose between loved ones and partner;
9. Although these reasons are the most common, every woman experiences aggression in her own way. But we must not forget that women can also be aggressors. The basic idea is that if the victims were listened to with compassion, not accused, they would talk about their situation and thus they can get help (Whiting, 2016:142).

5. Research methodology

Applied research outlines a clear picture of the perception of the domestic violence phenomenon, presents the repercussions of domestic violence on victims. The social investigation technique used was the sociological questionnaire.

The aim of the research was to identify the causes of domestic violence against women, as well as the reasons that lead abused women not to end abusive

relationships. The aim of the research was to obtain the targeted information, according to the criteria: age, occupation, level of education, marital status, factual variables that characterize the objective situation of respondents and have a significant influence on shaping their opinions, attitudes and behaviours. By stratifying the criteria, it was possible to cover the range of interest for the study in question.

The questionnaire survey took place between April and May 2021, in the city of Resita. The analysis and interpretation of the data of the questionnaire was done through Google Docs.

6. Data analysis and interpretation

Fig. no. 1 Identifying the reasons behind the abuse of women
1. What do you think are the reasons why a woman is abused?
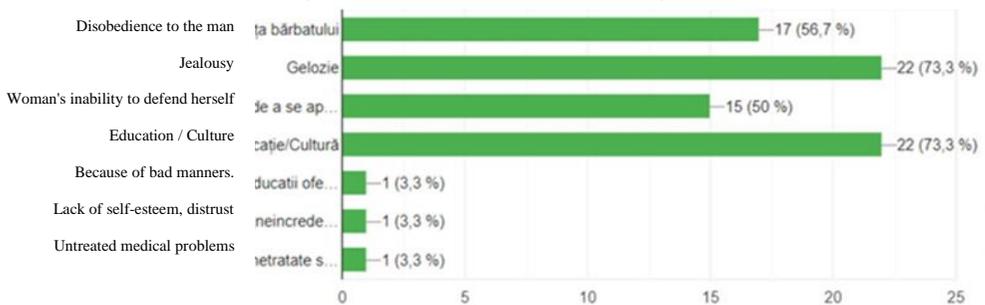
Observing the reasons behind the abuse of women, we find that 56.7% of respondents considered disobedience to men as a reason for abuse; 73.3% of people considered jealousy to be one of the reasons for abuse of women; 50% of the respondents considered the woman's inability to defend herself as a motive for the abuse; also, 73.3% considered the level of education or culture as a reason for domestic abuse. In only three cases did the respondents come up with personal answers, considering the reasons for the abuse of women as follows: "because of a poor education offered to men and the outdated mentality of the population"; "medical problems not treated or even not accepted by the partner"; "lack of self-esteem, lack of self-confidence, the concern about the public opinion... and instead of leaving and getting on with her life, she prefers to remain in a toxic relationship and be abused".

Fig. no. 2 Identifying the reasons why a woman remains in an abusive relationship
2. What do you think are the reasons why the victims remain in the abusive relationship?
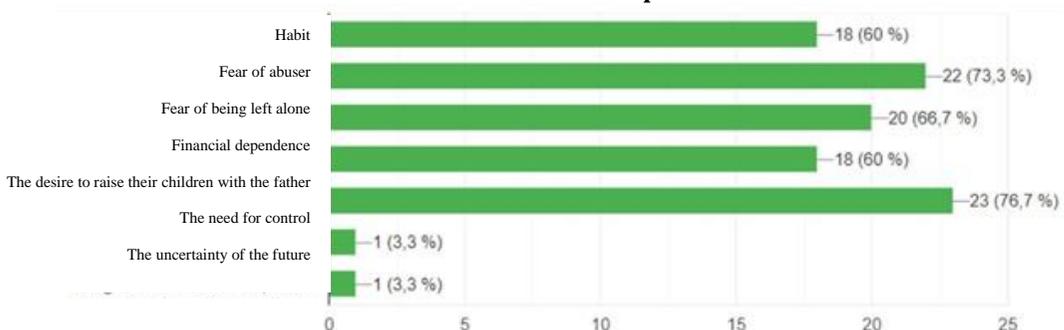
Analysing the answers **referring to the reasons why the woman remains in the abusive relationship,** we emphasize that the habit registered a percentage of 60%, the fear of abuser was recognized as a reason in proportion of 73.3%, the fear of ending up alone was also considered a reason of 66.7%. Furthermore, 60% of respondents considered that women remain in an abusive relationship because of the financial dependence, and 76.7% considered that a woman's desire to raise her children with their father is also one of the reasons. Two respondents added as reasons the man's need to have control and insecurity of the woman's future, as she has no alternative to leave the house with her children.

Fig. no. 3 Solutions for victims of domestic violence
3. What do you think the victim should do?
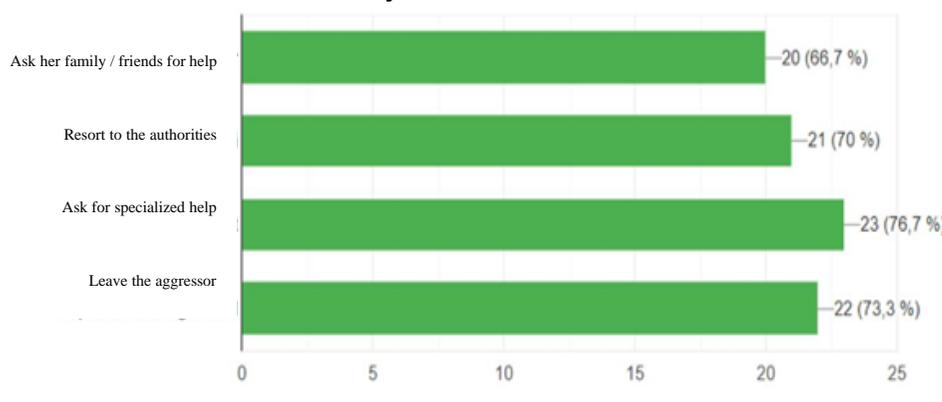
We find, by viewing the answers of the subjects interviewed in connection with the **solutions to the problems of victims of domestic violence,** that 66.7% of respondents believe that it would be best for the victim to ask for help from family or friends. 70% considered that an effective method would be for the person who is subjected to domestic violence to turn to the authorities. Most of the respondents, 76.7%, concluded that the victim should seek specialized help, and 73.3% considered that leaving the aggressor would be the most effective solution.

6. Conclusions
Domestic violence is a particularly complex phenomenon with major repercussions on the family structure, becoming less transparent and open to the social environment.

Following the analysis of the results obtained by conducting the quantitative research, by applying the sociological questionnaire to a number of 30 women assaulted by their life partner, we find that most abusive acts are caused by excessive alcohol consumption and the existence of an abusive history in the man's family of origin, he himself having often been the victim of domestic violence. Abuse of power is also a cause of domestic violence, even though society has evolved and the differences between men and women have diminished considerably, there are still men who want to have absolute control, do not agree with the idea of professional development of women by his side. We also find some cases of occupational abuse, men trying to force their partners not to integrate into the labour market, out of the desire to dominate them, they feel good when they "put" their life partners in a lower place, their

achievements being unimportant to them, they look with superficiality and disinterest at everything they do.

With regard to the reasons that make abused women remain in an abusive relationship, the present investigative approach has highlighted the fact that women who are victims of domestic violence choose to remain in an abusive relationship for the following reasons: habit, fear of the aggressor, fear of independence, because they have developed a state of strong dependence on the aggressor, considering that from a financial and material point of view they could not cope alone; fear of loneliness, to end up alone with children in care.

Therefore, the phenomenon of domestic violence is a very complex one, with important repercussions at the individual, family and societal level.

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SOCIAL ENTREPRENEURSHIP DURING THE COVID-19 PANDEMIC: CHALLENGES AND STRATEGIES IN THE CONTEXT OF THE GLOBAL CRISIS

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Abstract: *The Covid-19 pandemic has drawn more attention than ever to social entrepreneurs. Beyond their response to the effects created by the pandemic in a characteristic, dual, economic and social manner, we also have the discourse of analysts who see social entrepreneurs as a valuable resource for mitigating the impact of Covid-19 on society. Nonetheless, the studies focusing on social entrepreneurship during the pandemic cannot keep up with the practices within the field, if we compare them to other types of entrepreneurship that are included to a much greater extent in publications studying the impact of COVID-19 on various segments of activity. Through this paper, we aim to analyse and outline, in a realistic framework, the challenges, responses and strategies used by the social entrepreneurs to cope with the crisis provoked by COVID-19. In our endeavour, we started from a literature review, and we hope that our findings will support the key actors within the social entrepreneurial ecosystem.*

Keywords: social entrepreneurship; social entrepreneur; Covid-19; pandemic; crisis

1. Introduction

Approximately two years after the onset of the coronavirus disease 2019 (COVID-19), its worldwide economic and social effects are ever more visible. It is still a virus not likely to disappear too soon, and, even if that happens, "its destructive legacy will continue for years to come" (Zahra, 2021: 1). In this context, it becomes crucial not only to assess the impact of COVID-19 on various activity fields but also to highlight the existing resources and mobilisation methods used to cope with the effects.

Motivated by the interest in the field of social entrepreneurship, this paper analyses how an exogenous event like the health crisis caused by the COVID-19 pandemic influences the activity of social entrepreneurs. Thus, it emphasises the challenges, reactions and solutions identified to cope with this crisis. These data may prove useful to governments to understand the possibilities of supporting this segment of activity and optimization of existing resources, but also to professionals in the field who thus get a better insight into the context generated by the COVID-19 pandemic and the potential strategies to deal with the change. The question is whether we can approach this issue as a whole or give due importance to the cultural, economic, geographical particularities. Previous studies have shown there is no explicit transatlantic division in the approach to social entrepreneurship: in Europe, this topic has been treated homogeneously, while in the USA, it is worth noting the coexistence of different views on social entrepreneurship (Bacq and Janssen, 2011). Of course, an analysis of the relation between the contextual particularities mentioned above and how the health crisis determined by Covid-19 influences the activity of social

enterprises could be relevant. In addition, it may represent a research topic for future activities in more favourable conditions when more data are available.

In the following lines, we will focus on the delimitation of concepts, while in the next section, we will outline the research methodology, then present the research outcomes and, finally, the conclusions of our study and the bibliographical references.

2. The delimitation of concepts

A first attempt to delimit the concept of *social entrepreneurship* determines us to highlight the variety of definitions within the literature. Numerous works have tried to synthesise, analyse and systematise the definitions featured in papers and recent or less recent books. As far as we are concerned, we will focus on a definition that reflects the best of our interests in this endeavour. In this respect, we will define social entrepreneurship as "the innovative use of resource combinations to pursue opportunities aiming at the creation of organization and/or practices that yield and sustain social benefits" (Mair and Noboa, 2006: 122).

Researchers have shown a constant interest in distinguishing between *social* and *commercial entrepreneurship*, given that both types of entrepreneurs focus on vision and opportunity (Bacq and Janssen, 2011; Cohen *et al.*, 2008). However, they chose very different ways to identify them: for those with a commercial mission, the main entrepreneurial opportunity is identified as generating profit, while for those with a social mission, it is distinctive to acknowledge the social issues as an opportunity and entrepreneurship as a source of solutions (Lumpkin *et al.*, 2013: 764). Another difference is related to the purpose of the activities carried out: whereas the social entrepreneurs focus on maximising the social impact, the commercial entrepreneurs rely on maximising the profit of the organisation created (Bornstein and Davis, 2010: 30-31).

The common point of social entrepreneurs is the concern to identify and solve social matters, but the way they discover the social needs, point out the social opportunities and manage to produce an extended social system is different, which determines certain scholars to categorise these differences into a distinct typology (Zahra *et al.*, 2009; Smith and Stevens, 2010; Davis *et al.*, 2021). Based on the typology proposed by Zahra and his collaborators (2009), we differentiate between three categories of social entrepreneurs: social bricoleurs, social constructionists and social engineers.

The first category of social entrepreneurs (*social bricoleurs*) usually recognises and accesses local and transitory entrepreneurial opportunities (Davis *et al.*, 2021). The second category (*social constructionists*) differs from the first through the interest manifested for the broader market; the solutions identified may be applied to different contexts, though they are identified at the local level sometimes (Smith and Stevens, 2010). Finally, *social engineers* focus on revolutionary changes (Zahra *et al.*, 2009), and they attain broader social goals (Smith and Stevens, 2010).

To sum up, we highlight the main elements defining the nature of social entrepreneurship: a) social mission and value creation; b) social innovation; c) social change; d) entrepreneurial spirit; e) personality (Praszkier and Nowak, 2012: 15).

Since there are differences worldwide in what concerns the delimitation of social entrepreneurship organisations (Bacq and Janssen, 2011: 385), and because it is not our intention to analyse here a certain type of social entrepreneurial organism, we

will be using terms such as *social enterprise* and *social venture* to refer to these entrepreneurial structures generating a social impact.

In regard to the *COVID-19 pandemic,* it has been defined as "a public health crisis with profound implications for society" (Bacq and Lumpkin, 2021: 285). The coronavirus disease 2019 (COVID-19) is due to the emergence of the new severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2), with origins associated with the Chinese city of Wuhan, spread through asymptomatic and symptomatic carriers during direct face-to-face contact (Wiersinga *et al.,* 2020). To limit the spread of the new virus, some governments have imposed social distancing and restricted the activities of non-essential sectors. The question is how the social entrepreneurs manage to maintain business relations remotely, given that, traditionally, the entrepreneurs have relied on their social skills during face-to-face meetings. (Shepherd, 2020, p. 1752)

3. Research methodology

The purpose of this study is to outline the context created by the crisis generated by the coronavirus pandemic for the field of social entrepreneurship. To attain this goal, we propose a systematic review of the works available on this topic. We focus on articles, book chapters and reports that provide relevant information in this area. We have studied both theoretical and empirical works to draw a realistic picture of the approached subject.

Our approach relies on narrative literature review requiring "systematically extracting, checking, and narratively summarizing information on their methods and results" (Petticrew and Roberts, 2006: 39). As a starting point for our endeavour, we have issued the following research questions:

Q1. What challenges do exogenous events, such as the health crisis generated by the COVID-19 pandemic, entail for the sector of social entrepreneurship?

Q2. What strategies can be considered for coping with the crisis?

Our searches have included the following databases: Web of Science, Scopus, Elsevier and Google Scholar. We have used the keywords: social entrepreneurship, social entrepreneur, social enterprise and coronavirus or COVID-19. We have selected the resources available for December 2019 – August 2021 in English, and we have assessed in detail the works comprising key concepts in the title, the abstract or the keywords. To get a clearer image of the impact of the COVID-19 pandemic on social entrepreneurship, we have chosen to include among the works a report drafted up by Social Economy Europe, which is not in the databases mentioned before, but which is relevant for this study.

4. Thematic analysis of data
4.1. The challenges of social entrepreneurs

The current crisis caused by the coronavirus pandemic (Covid-19) has brought new social challenges and exacerbated the existing social problems (Weaver, 2020). In this context, authors have shifted their interest towards the sector of social entrepreneurship as a valuable resource in the concomitant approach to the economic and social problems of the vulnerable groups (Barr, 2020; Carranza *et al.,* 2020; Halsall *et al.,* 2020; Ratten, 2020a; Ratten, 2020b; Mefi and Asoba, 2020; Witton, 2021). However, the studies carried out in European countries (Fiorelli and Gafforio, 2020)

show that the enterprises and organisations in the social economy sector are themselves facing strong effects following the restrictions brought about by the current crisis (88% of the surveyed indicated that the pandemic and lockdown strongly affected their activity and 71% claimed a strong impact on employment within their enterprises or organisations).

The main challenges that social enterprises must cope with during crisis are related to finances, managing social and economic goals and the need for institutional collaborations (Weaver, 2020).

Financial challenges

The funding of social enterprises through crowdfunding platforms has been discontinuous at times during the pandemic. For instance, an important rewards-based crowdfunding platform, which served social entrepreneurs in 14 countries headquartered in London, decided in March to cease all operations (temporarily) due to income reduction. The decision led to an immediate halt of all crowdfunding activities, thus removing a vital funding source for social enterprises (Farhoud *et al*., 2021). Usually, social enterprises have a hard time receiving start-up and investment funding, and their legal form may determine significant restrictions in what concerns the use of these funds in the economic activities they initiate (Weaver, 2020). However, a study focusing on the volatility of European investment funds during the outbreak of Covid-19 (January-June 2020) shows that, at the European level, social entrepreneurship funds endured resilience during this time and emerged as a viable contender in investment portfolios (Mirza *et al.,* 2020).

Organisational challenges

The commitment of social entrepreneurs to social missions and economic activities alike presumes complex organisational structures. While the coexistence of economic and social objectives in a social enterprise makes it hard to manage, with a seemingly paradoxical logic (Weller and Ran, 2020), the emergence of a crisis such as the one caused by Covid-19 leads to an imbalance between the two activity segments. Although restrictions imposed by the emergence of the pandemic caused temporary halts for various social enterprises (Higgins-Desbiolles and Manjit, 2020; Dewi *et al*., 2021) or a reduction of the economic activities (Atstāja *et al*., 2021; Priatna *et al*., 2021), they cannot reduce or stop social activities (vulnerable groups require support more than ever). Thus, organisations must readjust their economic and organisational strategy.

Challenges in maintaining relations with the key actors

Though given its nature, social entrepreneurship involves more complex relations to attain its objectives compared to other types of entrepreneurship, in the context of the Covid-19 pandemic, the alleged complexity heightens because the current slogan "Think globally – Act locally" brings new challenges in this direction (Bacq and Lumpkin, 2021: 286).

4.2. The reactions of the social entrepreneurs

In the papers consulted, we found examples of macro and micro response initiatives to the COVID-19 crisis. An example of prompt mobilisation in the first part of the pandemic is given by teachers with interests in the social entrepreneurship field (Bacq *et al.*, 2020). They managed to put together (in every short time) a three-day virtual event to identify punctual solutions to the new problems generated by the Covid-19 pandemic. At the end of the event, which reunited 200 participants from all over the world (entrepreneurs, physicians, professionals within the industry and outside it), they took significant decisions. Among the effects of this event, we mention actions mobilising the public to donate over 21,000 masks for the medical staff, measures for the support of the elderly, Apple assisted teachers focusing on online teaching, etc.

The restrictions regarding social distancing from the onset of the pandemic led to initiatives of *digital social entrepreneurship* as a result of the collaboration among multiple social, academic, economic, industrial, political, and civil society (N-Helix) to respond to the new social and medical problems generated by COVID-19 pandemic (Ibáñez *et al.*, 2021).

The collaboration and joint actions of the social organisations intensified and improved continuously since the outbreak of the COVID-19. In China, for instance, The YouChange China Social Entrepreneur Foundation ("YouChange") in collaboration with other organisations and the 001 Rescue Team undertook a joint action against Covid-19 meant to ensure supplies and professional volunteering services in the areas strongly affected by the pandemic (Yang *et al.*, 2021: 241-242).

The challenges resulting from the current crisis led to a change in the entrepreneurs' behaviours, particularly in what concerns social value creation. There are numerous examples in the literature (Almeida, 2021; Bacq *et al.*, 2021; Bao *et al.*, 2020) of entrepreneurs who – despite not initiating businesses with the goal of a social impact – decided to respond to the new problems caused by the pandemic by incorporating social objectives in their business strategy. This aspect has been highly challenging for our analysis, given the overlapping (under these circumstances) between entrepreneurship and social entrepreneurship as research fields, as Bacq and Lumpkin (2021) accurately predicted. To differentiate between the reasons and level of social value created by various enterprises, Bao and his collaborators (2020) highlight a typology of businesses reaching the social sector during the pandemic. They list four categories of businesses: 1. focused on capitalizing on business opportunities while holding weak capabilities; 2. serving the needs of society with weak capacities; 3. divergence in activities (with strong capabilities but choosing to prioritize their bottom line); 4. strong value creation (with strong capabilities which are very likely to excel in value creation).

At the microlevel, the reactions of social entrepreneurs include:

- Resilience: when the economic activity was interrupted due to the restrictions imposed by authorities, they focused on consolidating the foundations and developing an Inclusive Work Program to be activated when the government would relax the restrictive measures (Higgins-Desbiolles and Manjit, 2020);

- Readjustment of activities to the online setting (Arslan *et al.*, 2021; Atstāja *et al.*, 2021; Priatna *et al.*, 2021);

- Frugal innovation (Mishra, 2021).

4.3. Innovation and opportunities

Crises like COVID-19 cause changes in social needs, which may entail new entrepreneurial opportunities and social innovation (Scheidgen *et al.*, 2021). Technology has played an essential role in combating the effects of COVID-19. New apps were designed throughout the world to combat the effects of isolation and to meet the basic needs of society (Almeida, 2021). Though digitisation emerged as an alternative to the usual working conditions, the new opportunities created by the extension of physical working borders will be used in the future, undoubtedly, even outside the restrictive context created by the pandemic. Furthermore, social entrepreneurship initiatives emerged before the pandemic, based on a digital ecosystem including heterogeneous actors collaborating, exchanging ideas, information and knowledge to outline innovative proposals in their fields of activity (Elia, 2020).

Snowden and his collaborators (2021) discuss a *social entrepreneur avatar* that reunites skills adapted to 2020 (marked by the outbreak of the pandemic). This avatar involves the development of eight key skills and qualities: mentor, holism, heutagogy, solution focused, optimism, resilience, empathy and creativity.

Though innovation also implies uncertainty and the risk of failure, social entrepreneurs have proven a high tolerance to ambiguity and are likely to learn how to cope with risks (Hojnik and Crnogaj, 2020). When facing the challenges brought by the COVID-19 crisis, the social entrepreneurs can see, beyond the negative effects, various opportunities to increase responsibility for their activities:

"Covid-19 has stimulated the enterprises to become more responsible in terms of waste minimisation, leading to maximising the use of textile raw material or to re-use the clippings (offcuts of cloths) – the enterprises either develop certain new products using the clippings or produce limited clothing collections" (Atstāja et al., 2021).

The change of working conditions considered an adjusting entrepreneurial response to the conditions imposed by the pandemic (Ratten, 2020b) can be seen as a challenge because it involves learning strategies or, in the case of working from home, balancing professional and family life, but also as an opportunity.

"Online operations and affordable pricing helped…organization to grow quickly and it has already run successful pilot operations in one international market (Indonesia) as well" (Arslan et al., 2021: 110).

The negative consequences of crises may be buffered by the changes in the strategic orientations of entrepreneurs (Scheidgen, 2021). Social entrepreneurs have the necessary motivation and skills to adopt proper strategies. An example in this respect is HOD Indonesia:

"The strategies of HOD Indonesia in the Pandemic situation are by expanding their product lines (mask and hand-stitched clothes), holding to the core of ethical

shopping in determining their market, and encouraging social entrepreneurship among the youngsters to save vulnerable women" (Dewi et al., 2021).

4.4. Solutions

Because the global COVID-19 pandemic entailed major economic and social problems, the implications of the pandemic determine a revisitation of the function and a change in the role of social entrepreneurs, "from individual agents of change to collective resource orchestrators" (Bacq and Lumpkin, 2021: 287). A close collaboration between entrepreneurs focusing on the involvement and support of social entrepreneurs from disadvantaged areas (Barki et al., 2020) is a way to fight globally against the effects of the virus.

Social entrepreneurs may respond in various ways during different stages of a crisis, according to Ratten (2020b):

- *Pre-crisis:* cultivate an entrepreneurial ecosystem that focusses on a non-profit or societal gain and encourage socially appropriate entrepreneurial activities;
- *During the crisis*: make available additional support for social entrepreneurs to help manage the problems caused by the crisis and share resources and skillsets with members of the community;
- *Post-crisis*: organise more social ventures that can help rebuild society and sustain existing social entrepreneurs who want to contribute.

A recent study shows that socially-oriented enterprises are more successful in obtaining funds from private investors/venture capitalists and governments (Fernandez, 2021). During the crisis, the message of social entrepreneurs conveyed to potential sponsors of their social projects must be adapted. Generally, professional investors are interested in the potential impact of social enterprise at an economic and social level, which means that it is essential to focus on both components. On the other hand, to mobilise the crowd as a funding source, the message should focus on the social cause; to avoid losing the attention of those not familiarised with the complex nature of social enterprises (Farhoud *et al*., 2021). In what concerns the entrepreneurial activity, Giones and his collaborators suggest that during crises, the following rules are relevant: business planning will consider the changing setting; focusing on resource preservation is necessary, while communication with inside employees should become a more significant topic (Weaver, 2020).

Social entrepreneurial intention is likely to decrease among youths during a crisis such as that caused by Covid-19 (Ruiz-Rosa et al. 2020), but the concern for cultivating the social entrepreneurial spirit in schools (Pinho, 2021; Pinho et al., 2019) and universities may contribute to the fight against the effects of present and future social crises.

5. Conclusions

Given that the field of social entrepreneurship is relatively new (Lumpkin, 2013, p. 763), the emergence of a crisis like the one stirred by Covid-19, with such deep health, economic and social effects, could model decisively the way of approaching social problems. Currently, it can be seen, on the one hand, a tendency to extend the interest of social entrepreneurs owning an ongoing social business towards the new

social needs created by the pandemic, but also various initiatives by entrepreneurs usually focused on economic activities to support social causes.

The research studies centred on social entrepreneurship during a crisis can provide valuable information, guiding the key actors in their support for social entrepreneurs. This paper has shown the challenges and response strategies of social entrepreneurs to the effects of the COVID-19 pandemic, which can be a reference point in understanding the role the innovative potential of this resource during a crisis.

However, our study had a series of limits. Insufficient data has not allowed an analysis that included interpretations of the results in an economic and geographic context. However, this aspect can be a debate point for future analyses once more studies are published on this topic.

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MIGRATION AND DISCRIMINATION

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Abstract: *A recent research report (Pew Research Centre, A Fragile Rebound of EU Image, 2020: 17) shows that discrimination attitudes persist against Roma in France and Spain. "Roma are perceived in negative terms by 41% of the population in Spain and 66% in France". Also, shows that Roma are among the populations most at risk of exclusion, with additional vulnerabilities when migrating between EU Member States. Sociologically, my analysis points to the difficulties Roma children face in accessing compulsory education without interruptions, which is increasingly emerging as a key issue to be addressed by the authorities, starting with the lack of coordination between schools in the places of origin and destination in providing compulsory education without interruptions for Roma children on the move. As a method I chose the interpretation of information. Starting from the main findings, the attention should be paid to the difficulties of migrant children who have simply migrated with vulnerable parents or out of curiosity or adventure and ended up in problematic situations. Their situation requires further attention based on the existing threats: the illegal nature of trafficking networks, the age of victims, the reluctance of adults to report crimes to the authorities, the difficulties in identifying victims and the sensitive nature of data. Special emphasis should be placed on building the capacity of professionals to address the challenges by implementing projects that gain the support of public authorities to address administrative barriers of Roma children in a comprehensive and sustainable way.*

Keywords*: migration; misinformation; risk; education; victims.*

1. Introduction

Soros Foundation Report (The situation of Roma in Romania, between inclusion and migration, 2019: 203), shows that the phenomenon of economic migration of Roma in Romania increased after 2011; in 2012, it was found that about a quarter of Roma households had experience of travelling or living abroad, while more than 60% had recently joined the migration movement (p. 206). Most migration is circular, consisting of short periods of time (3-6 months) abroad (mostly to Spain and France) followed by returns (p. 207). Within the migrant population, the research found a high percentage of minors (17%) (p. 207). Together, these elements highlight the disrupted nature of the educational process for Roma children involved in migration between Romania, Spain and France.

Very often, the incorrect application of the Free Movement Directive by local authorities leads to the denial of Roma rights (Free Movement Directive, 2004: 32-37), including education, which is manifested in difficulties in enrolling children in compulsory education and disruption of the education process due to migration patterns.

2. Arguments

A 2009 report by the Council of Europe (Recent Roma Migration in Europe, 2009: 72) cites difficulties with transnational cooperation between schools, leading to a situation where returning Roma children are unable to enrol in schools due to lack of

documentation from schools previously obtained in migration destinations; similarly, schools in migration destinations may cite lack of language skills of Roma children as a reason for not enrolling them (Otovescu, 2017).

Research clearly shows the difficulties of Roma children in accessing compulsory education without interruption. In France, difficulties related to the obligation to provide residence documents when enrolling in educational establishments have been reported, in addition to discriminatory practices in education and the unsuitability of school curricula to the needs of Roma children, leading to school failure and ultimately dropping out (Foundation Maison des Sciences de l'Homme - MIGROM, The Immigration of Romanian Roma to Western Europe: Causes, Effects and Future Engagement Strategies, 2014: 7 and 24). The latter report shows how emigration further decreases the chances of Roma children completing compulsory education: 55% of Romanian Roma children aged 7-10 living in France are not enrolled in school (compared to 19% in Romania) and 53% for children aged 11-15 (compared to 39% in Romania).

In France, up to 67% of school-age children - due to migration patterns - do not attend school and regularly drop out of the education system (CDERE, L'Ecole impossible? 2016: 14). In Spain, a 2018 report by the University of Granada under the EU-funded MIGROM project (The Immigration of Romanian Roma to Western Europe: Causes, Effects and Future Engagement Strategies, 2018: 6) also reveals problems in the provision of compulsory education for mobile families due to irregular attendance and low expectations of teachers, parents and students in terms of school results.

The main problem that needs to be addressed by the authorities is the lack of coordination between schools in the places of origin and destination in terms of providing seamless compulsory education for Roma children on the move. Schools lack transnational cooperation and communication mechanisms to coordinate educational activities for this target group; school enrolment and ongoing follow-up of children are thus hampered by lack of coordination and language difficulties.

The rules and procedures practised by other institutions like local authorities make the enrolment process difficult because of administrative requirements, for example when children need proof of residence to enroll in school. Procedures are often complicated for parents because of the language barrier and cumbersome bureaucracy involved in school transfer. Lack of coordination between educational institutions, lack of concrete and adapted tools in working with Roma children on the move, often associated with discriminatory attitudes towards Roma, are obstacles to the de facto guarantee of the right to compulsory education for Roma children involved in migration.

Roma children on the move are often excluded from compulsory education; the migration of their families in search of better opportunities can have a negative impact on their access to quality education.

Children who have simply gone on migration out of curiosity and adventure and ended up in problematic situations, their situation requires additional attention because they are often subjects of repatriation from their destination countries to their countries of origin, in this case Romania. Rozzi (2002) noted that the decision on repatriation should be made in the light of the principle of the best interests of the child and other considerations, "In all actions concerning children, whether undertaken by public or private social welfare institutions, judges, administrative authorities or

legislative bodies, the interests of the child should be a primary consideration." Unaccompanied minors who may be subject to repatriation are children who are not easily visible to the protection and support systems in the country of origin and the country of destination. They may live in marginal, dangerous or harmful situations, or face challenges and violations of their rights due to their irregular legal status and fear of coming into contact with authorities or non-governmental organisations. The challenges involved in providing protection for these children are that identifying unaccompanied minors is not always a reliable process. Some of these children may not have adequate documentation like birth certificate or passport for satisfactory proof of age.

Thus, repatriated children, who are not necessarily victims of trafficking, child labour and other forms of exploitation, must be carefully identified, screened and understood to ensure the protection of their rights and appropriate assistance for safe repatriation, reception and reintegration.

The illegal nature of trafficking networks, the age of victims, the reluctance of adults to report crimes to the authorities, the difficulties in identifying victims and the sensitive nature of the data are all factors that present real challenges to accurate data collection.

In the absence of accurate national data, continuous information to understand the problem, it is not known whether incidences of child trafficking, refugees, child labour, asylum seekers are increasing or decreasing.

Some non-governmental participants and some authorities involved in initiatives relevant to children in migration reported that they collect data in a fragmented, sporadic and inconsistent way based on their expertise and interest in particular population groups like unaccompanied children, asylum seekers or border monitoring activities, child trafficking. Other local stakeholders including representatives of the local agencies of the National Agency against Trafficking in Human Beings and GDSACP stated that at their level, they collect data and transmit it to the central agencies on a bi-annual basis. They stated that data analysis, interpretation and report production is a lengthy process that delays meaningful use of findings.

Consequently, we can say that access to data is quite limited. Personal data can only be accessed by the user who entered it and statistical data are accessible according to particular indicators at different hierarchical levels.

In general, data collection and analytical approaches lack common definitions, criteria and indicators. In addition, most specialists indicated that when collected, statistics and information are less regularly shared between stakeholders at national level and more often information and data are shared with those who usually find them internationally (e.g. UNICEF, CRC Commission, UNCHR) and the EU institutions that invest funds in this area of work (e.g. Council of Europe, Directorate General, Home Affairs, Directorate for Immigration, Asylum).

In Romania, working with children in migration reflects a focus on the parts not the whole.

A large percentage of stakeholders see the problem of children in circuitous migration. They believe that information on different categories of children in migration needs to be collected, disseminated, compared and synthesised in a consistent and continuous way. However, many stakeholders have repeatedly pointed

out that while there may be various data sets available on the situation of these groups, these statistics say nothing about how many of these children have been or are currently involved in migration. Few cited the fact that the existence of multiple layers in the service delivery process further complicates data collection. Thus, significant knowledge gaps remain in the field due to the lack of synthesis of these data and further analysis of the correlation between the vulnerability of these sub-groups and child migration will increase understanding of the situation of children in migration and inform policy and programme development.

A situation analysis carried out by Terre des hommes Foundation in 2017, named REVENIR, a group of migrant children revealed the following: "Romanian stakeholders find that accurate and comprehensive data on specific groups of children at risk is difficult to obtain and thus challenging to assess. In this regard, there have been different attempts from various stakeholders to construct estimates."

Child trafficking. In its Report on Romania's Progress in anti-trafficking initiatives, the European Commission suggests in 2015 revealed that Romanian children are mainly trafficked for begging and petty theft networks and has indicated that those from the Roma community appear to be disproportionately victims of these exploitative rings.

Children on the street. In its 2012 report, ECPAT International indicates that of the approximately 100,000 homeless children across Eastern Europe, over 2,000 are from Romania. "These homeless or street children frequently become victims of child trafficking and child prostitution and estimates have stated that roughly five percent of homeless children in Romania are forced into prostitution. In Bucharest, 30 percent of those working for sex are under the age of 18." (ECPAT International Report, 2012: 43)

Children left at home by migrating parents. A european study conducted by the Social Alternatives Association (Children on the street, 2019: 26) reported that approximately 400,000 children aged 0-18 have at some point in their lives experienced parental absence due to economic migration. This study indicates that in 2018, approximately 15% of children in Romania were at risk of becoming children in migration driven by the desire to reunite with their parents. At the end of June 2018, according to data released to the media by the Child Protection Department (DPC) of the Romanian Ministry of Labour, Family, Social Protection and Elderly People, 81,891 children were reported to have been left in the care of relatives, neighbours or social protection services because one or both parents had migrated to work abroad. The Central Authority for the Protection and Promotion of the Rights of the Child indicated that these children come from 59,070 families where one or both parents have migrated in search of work in other countries. Around 5% of this number are children benefiting from a special protection measure (e.g. foster care, residential services), 56% live with only one parent, 39% are cared for by family members (mostly grandparents or a relative) and for 1% the reported carers are neighbours or family friends.

Repatriation of Romanian children. Numerous problems associated with the repatriation of Romanian children were captured in an innovative study conducted between 2018-2019 by Alternative Sociale (Children on the move, 2019: 142) on a survey of 245 children from six regions of Romania: Vrancea and Vaslui (Moldova), Buzău (Muntenia), Dolj (Oltenia), Arad (Crişana-Maramureş) and Cluj (Ardeal). The

study shows that "out of the 245 children, 53% were boys and 47% were girls. In terms of age, 47% were children aged 14 to 17 and the remaining 53% were children aged 12 to 14". Almost half of the children (42%) had spent more than 3 years abroad, 20% less than 1 year and 38% had spent between 1 and 3 years. This study also found that almost 30% of the children in the survey had already been separated from their parents before their migration experience. These children lived with their grandparents (22%) or with a family member (about 5%) or a neighbour (1.5%). The findings also noted that 50% of children lived with both parents before their migration experience. Only 4% of these children lived only with their father and 17% only with their mother.

Additional statistics provided in this study reveal that from February 2008 to May 2012, there were 21,325 children returning from France and Spain who applied for assessment and recognition of foreign academic identification data and re-registration in the Romanian education system. The available statistics refer only to these two countries, but by estimating and extrapolating the findings they suggest that the prolongation of this phenomenon requires appropriate attention and support as well as interventions from authorities and civil society to ensure that children's needs regarding school integration and social re-accommodation are addressed.

Unaccompanied minors. A document published by IOM (International Organization for Migration, Children on the move, 2018: 65) reported a number of 7,444 minors travelling unaccompanied in Italy in the first months of 2009 (of which 5,680 were unidentified and they had no identification documents with them). It also highlighted an alarming increase in the number of unaccompanied minors travelling to Italy in the first half of 2018, as the data reported for that period was the same as the number of unaccompanied minors to Italy (7,797) reported for the whole of 2018. Also, there was broad agreement among stakeholders that Romania is more often considered a transit country than a country of destination despite the increasing number of asylum seekers.

In Romania, what is known about children in migration is the tip of the iceberg. Despite the lack of reliable statistics, practice shows that in Romania children in migration is a developing reality that requires concentrated efforts to find optimal solutions. (Situation analysis, Terre des hommes Foundation, 2017: 12)

"To decide whether it is a phenomenon or not, it is necessary to have statistics. In Romania, we have not seen any relevant statistics on children in migration." (Representative from GDSACP, Situation analysis, Terre des hommes Foundation, 2017: 13). "We know so little about the facts and numbers associated with the issue of children in migration. What we know is just the tip of the iceberg. Aisbergs hide a lot. Most of it is underwater and cannot be seen. The same goes for trafficked, exploited and unaccompanied children; they are pieces and parts of the notion of children in migration. A significant number of them are not visible. In addition, many dangers to the safety and well-being of these children are also hidden beneath both the vulnerabilities and opportunities associated with migration. Personal perceptions and experiences as an individual overlap with professional observations and experiences and support a general conclusion: 'Children on the Move' is a growing problem in Romania. It won't be long before we see it turn into a monster phenomenon." (Stakeholder Focus Group, Situation analysis, Terre des hommes Foundation, 2017: 13) "There is a gap between reality and reporting. Sometimes the situation collected at

national level does not reveal a realistic perspective because we know how statistics are collected - superficial, inconsistent and with room for personal interpretation." (Stakeholder Focus Group, Dolj)

In Romania, existing conversations and work with children in migration reflect a focus on the parts not the whole. (Situation analysis, Terre des hommes Foundation, 2017: 17)

A large percentage of stakeholders see the problem of children in migration as a convoluted one. They consider that information on different categories of children in migration (e.g. child trafficking, migrant smuggling, child exploitation, unaccompanied, separated, asylum-seeking, refugee children, children left at home, street children, etc.) needs to be collected, disseminated, compared and synthesised in a consistent and continuous manner. However, many stakeholders have repeatedly pointed out that while there may be various data sets available on the situation of these groups, these statistics say nothing about how many of these children have been or are currently involved in migration. Few cited the fact that the existence of multiple layers in the service delivery process further complicates data collection. Thus, significant knowledge gaps remain in the field due to the lack of synthesis of these data, and further analysis of the correlation between the vulnerability of these sub-groups and child migration will increase understanding of the situation of children in migration and inform policy and programme development.

The children who participated in the study showed great interest in sharing their experiences and opinions on the scope of the phenomenon of children in migration in Romania. Many of the participants indicated that children aged 15 years and older tend to run away from home. They also rightly pointed out that counting these children is a challenge because "*their families do not always report their disappearance or when they report it is already too late as they are already across the border in other countries*" (Children from focus group in Constanta, Situation analysis, Terre des hommes Foundation, 2017: 18). However, more than half of the children who expressed their views during interviews and focus group discussions believe that a Romanian child who leaves home is most likely to choose to live away from his/her family in Romania rather than in another country.

Some children commented that they know so many peers and friends who ran away from home at least once in their childhood and spent more than a week away from their families. One teenager (F, girl, 16, Timis, sexually exploited and victim of child labour) made it very clear - "we are all looking for what we didn't find in our families". Furthermore, sharing her life experience, she said that "although I tried to adjust my life in different settings (foster family, orphanage), I didn't find places like - home". In a few cases, the children were more practical and suggested that "for a starting point adults should reflect on how many children are on the street, how many children run away from home, who they are, why they are on the street, what are their life plans, how many are victims of serious problems (e.g. conflict with the law, HIV/AIDS, sexual exploitation, people taking advantage of them, etc.), who knows that they are on the street or running away, the extent to which these children move in Romania and abroad, etc.". (Situation analysis, Terre des hommes Foundation, 2017: 19)

Most of the children who shared their views in the context of this study believe that no one knows the exact number of children on the move.

Most stakeholder discussions concluded that "the lack of relevant data leads to difficulty in formulating the appropriate answer as to whether or not the phenomenon of children in migration is a nationwide phenomenon, and thus the issues of children in migration are caught between anecdotal evidence showing a growing problem and awareness of a growing problem raised by multiple cases presented in the media" (Situation analysis, Terre des hommes Foundation, 2017: 21).

Children often showed great interest in sharing their experiences and opinions on the purpose of children in migration in Romania. There are opinions that indicate that children aged 15 years and older tend to run away from home. They also correctly pointed out that counting these children is a challenge because their families do not always report their disappearance or when they do report it is already too late as they are already across the border in other countries. A Romanian child who leaves home is most likely to choose to live away from his/her family in Romania rather than in another country.

3. Conclusions

Finally, I understand the risk as a sum of factors and conditions that increase the likelihood of the onset, exacerbation or maintenance of a problem that will negatively impact the educational life of a migrating child.

The Convention on the Rights of the Child provides a framework for addressing children's needs from a rights-based perspective with regard to children's participation in decisions that affect them and hearing their views, for a better protecting children from discrimination and all forms of neglect and exploitation by preventing their harm and providing children with assistance to address their basic needs.

The structural difficulties of cooperation between sending and receiving countries need to be addressed through a replicable transnational cooperation mechanism, supported by national authorities, with simple tools for transferring and monitoring children's migration trajectories. There is also a need to implement projects that gain the support of public authorities to address administrative barriers to schooling for Roma children in a comprehensive and sustainable way. Particular emphasis should be placed on strengthening the capacity of education professionals to provide non-discriminatory education to Roma children on the move, through comprehensive training programmes that provide tools and working methods that have already proven effective. In order to generate conditions for change for the better, the difficulties of prejudice need to be addressed by implementing child-led campaigns that promote the rights of Roma children on the move to non-discriminatory education by presenting success stories.

In Romania, children in migration represent a rapidly growing and large group with a profound effect on local communities and Romanian society at large. Many issues related to financial constraints and lack of capacity to effectively identify the magnitude of the situation of children in migration in Romania have emerged.

Romania has a very well developed legislative and policy framework relevant to children in migration. However, it still seems to lack proper alignment of child protection policies with the broader social policy context in Romania - family policies, immigration policies, education, health, refugees and asylum, border control, including a link between legislative provisions and the allocation of funds to support effective

implementation of laws and policies. The development, diversification and sustainability of services at community level, especially in small communities, are jeopardised by the lack of funding to support and sustain activities and projects initiated by NGOs or local authorities.

Public-private partnerships are time-limited and not sustainable. In the absence of funds and qualified human resources to provide services beyond specific projects implemented with European funds, stigmatisation of vulnerable children and children in migration can be exacerbated. In these circumstances, equal attention should be given to stimulating and supporting local communities to develop programmes that aim to prevent the separation of children from their parents as a result of migration, with a focus on ensuring that the right services provided by the right people address problems when they arise.

Integrating discriminated children in migration in their country of origin, transit or destination is a complex undertaking and the implementation of specific legislative or non-legislative measures raises significant concerns among child protection specialists, advocates, policy makers and practitioners. Thus, it becomes critical to understand how different pieces of legislation and policy work together for or against children in migration given their complex circumstances at different points during their migration process.

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ELITES AND LOCALITIES IN CAMEROON: SOCIO-ANALYSIS OF A WIN-WIN RELATIONSHIP

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Abstract: *The pre and post-independence periods will inevitably lead to the birth and formation of a Cameroonian elite. Will this elite, whose origins remain diversified, ultimately and according to its specifications work in the direction of the development of our localities or will it contribute through its egoism to the maintenance of local underdevelopment? This question remains in our opinion one of the major concerns in rural sociology, in a context of emergence still unfortunately marked by the perceptible manifestation of several social drifts. Faced with this harsh reality, the problem of development does not spare the framework of localities, quite the contrary, the policy in force of the membership of each elite in a helping electoral fiefdom, it is now in these social frameworks that the elite is vigorously deployed. In this article, it is therefore a question of questioning the elitist practices in our localities, to demonstrate that these, beyond their egoistic appearances, that is to say having an orientation exclusively centered on political positioning and notoriety of the elite as confirmed by several studies on the elites, also participate effectively in the development of our localities.*

Keywords: Elites; Localities; Cameroon; Win-win; Relationship.

Within the framework of the endogenous development of Cameroonian localities, the contribution of the elite holds a central place. This is all the more true as the policies put in place by Ahmadou Ahidjo and Paul Biya, Cameroonian heads of state, give this social group the heavy responsibility of bringing Cameroon out of its underdevelopment, starting with their localities of origin. These two heads of state then systematically call on the elite to take charge of their responsibilities, those of working and facilitating the opening up of their localities to development. This choice focused on the elite is certainly not fortuitous, because, the elite is made up of all those people who show exceptional qualities and who demonstrate eminent aptitudes in their fields. Indeed, in addition to financial means, material and human it possesses, the elite have the facility to be listened to because they are credible, they are then unquestionably the ones who must stimulate and lead the movement towards development through their ideas and strong actions. Only, the paradox of this state challenge today is that, with the reality of capitalism, the elite is regarded, because of its practices on the political, economic, social and cultural levels as a predatory, individualistic and selfish elite. , to such an extent that several researches in sociology, geography and even in political science estimate that the presence of the elite in our localities is only and above all linked to the quest for its added value through its political positioning and not to the general interest of our localities in terms of development.

1. The French language that Elite and locality was builted

We learn from classic dictionaries of the French language that "Elite" was built from the feminine word elects, old past participle to elect, already in use in the 12th century. It comes from classical Latin legere referring to the act of electing. According

to Giovanni Busino (Busino, 1992:5), it is from the 14th century that the term takes on the meaning of "chosen", "chosen", "eminent", "distinguished", qualifying what is best in a set of being or things, in a community or among various individuals. Gradually, we speak of the elite of the nobility, of a profession or a trade, in short of "making elite". At the beginning of the 19th century, we find in the very prestigious Dictionary of Conversation and Reading, the following definition: Elite, this word taken from the Latin electus, that is to say chosen, indicates what is better, more perfect in each species of individuals or things, and also designates that mental or physical operation by which we separate from everything that is likely to form the elite. It's not always easy, you might think, than to make the elite of what is best in an object or in any subject. Under the Third Republic in the Littre, French language dictionary, Paris, ed. Hachette Bookstore, 1872, elitism, is not yet defined even if we can see in the definition of "mandarism" a first version of French elitism where this word designates a system of tests and competitions that the in China, those who aspire to the ranks of letters are subjected to, and subsequently to the offices of the State. By extension, any system in which it is claimed to subordinate the classification of citizens to the examinations of instruction. It is therefore in the cultural cortex of the French language that the word elite acquires its own meaning by designating a minority which in a given society and at a particular time is endowed with a prestige and privileges arising from socially valued natural qualities. (Race, blood, etc.) or acquired qualities (culture, merits, and aptitudes).

A semiological research around the word elite outside the space of languages of Latin origins confirms the phenomenon of importation. Indeed, in modern Greek, the word elite is pronounced like the French language, has no synonym and is perceived as a Gallicism of the French language, the use of which is more common in speech Politics. In Turkish, the word elite was imported under the Ottoman Empire, and it was believed to characterize the bourgeois class. Even if in its use of the French language, there is a sacking translation, which refers "to the one who is elected and stands out because of a heritage, his economic wealth or even based on these capacities. Intellectual. Moreover, the word has the same semantic construction as that coming from Old French insofar as it is based on the root nakhaba which translates as "elect, choose, sort, select". Finally in Persian, elite is translated by nokhbé which is a word borrowed from the Arabic language referring to someone who has been elected or chosen among others (Encyclopedia of Moen). In Iran, today the use of this term has a positive connotation but it translates into qualifying groups of individuals who are the best in their professional activities (elites scientific, cultural). On the other hand, it is absolutely not used to qualify economic, political and religious activities. Today, and this even in Cameroon, the elite ends up designating the occupation of an enviable position. In the plural "the elites is an expression constructed by contemporary sociology to explain the political transformations of societies developed from a non-Marxist perspective. The use of the phrase "elite" "makes it possible to embrace, under a more abstract concept, the various types of leading or dominant groups which have succeeded one another and whose dated names have changed over the regimes. In Cameroon today, for example, we speak of "real people", "VIPs", "Bosses" (Etzioni-Halevy, 1993: 17).

Vilfredo Pareto is the author who gave the term and the notion of elite a right of citizenship in sociology. For this Italian sociologist, the elite is made up of "all those

who show exceptional qualities or who demonstrate eminent aptitudes in their field or in some activities. Are therefore part of the elite, those who, by their work or by natural senses, are more successful than the average of other men? Thus, selection, composition and membership in the elite are not based on heredity; they are based on qualitative values such as work, merit, power, notoriety. It is the "sociology of elitism (Giacobbi, 1990: 10), through what Pareto himself called the theory of the circulation of elites, which contributes to maintaining the balance and stability of the social system. Gaetano Mosca, another elite theorist approaches the notion in terms of the makeup of this group. For him, the elite is made up of the minority of people who hold power in a society (Mosca, 1939: 15). The elite is here assimilated to a social class, who's organizational and structuring capacities allow it to remain in power. It is a true homogeneous group, made up of people linked to each other by ties of kinship, interests and culture which ensure them unity of thought and social cohesion. Charles Wright Mills on his side sees the elite much more as a complex and diverse reality. For him, the elites come together to form a unit of power that dominates society. This is what he called "the power elite (Wright Mills, 1965: 10).

According to Guy Rocher and at the end of the theoretical and conceptual retrospectives of the previous pages, the elite can be defined in an operational way in this article like all People and groups who, by virtue of the power they hold or the influence they exercise, contribute to the historical action of a collectivity either through the decisions they take, or through ideas, feelings or the emotions they express or symbolize (Rocher: 65).

A locality represents a determined geographical space. Most often these are small towns, municipalities and other villages. It is a small agglomeration which can be synonymous with Bourg or Bourgade. According to sociologists Vincent Banos, the locality is characterized by the implicitly of the place of the social bond. Indeed, the definition of the locality can be mixed between an organic and mechanical solidarity depending on whether one is in the Cameroonian context of the Department, the district or the village. Within the framework of the arrondissement or the village, family ties are closer due to the fact that the geographical space is reduced. It is generally an association of families, clans, tribes which easily by consensus can unite with the desire for power of any elite. On the other hand within the framework of the Department, the geographical space being wider but also because of the heterogeneity of the population which generally comes from different horizons, the mechanical manipulation of the populations is more difficult. The locality in Cameroon is also unique in that it generally lags behind social progress and advances on the physical, mental, moral and intellectual levels. The locality in Cameroon is finally the place par excellence of poverty, certainly because of an unsuitable economic system which is based on self-sustaining agriculture. The geographic space being wider but also because of the heterogeneity of the population which generally comes from different horizons, the mechanical manipulation of populations is more difficult. The locality in Cameroon is also unique in that it generally lags behind social progress and advances on the physical, mental, moral and intellectual levels. The locality in Cameroon is finally the place par excellence of poverty, certainly because of an unsuitable economic system which is based on self-sustaining agriculture. The geographic space being wider but also because of the heterogeneity of the population which generally comes from different horizons, the mechanical manipulation of populations is more difficult. The

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1.1. The social role of the elite in Cameroon according to the state

What about the role of those who occupy the peaks of their professions in Cameroon, who hold considerable knowledge and means of action on our societies and our lives? What to think about the role of the elites at a time when the individual is apprehended in his unitary and nomadic anthology untied in a society of individuals and rights, in a society under construction and where everything must be built and rebuilt in a certain order and a discipline worthy of these holders of power on all levels? Indeed, the assignment of the role to the elite in Cameroon begins after independence with the will of President Ahmadou Ahidjo to reorganize the nation politically, economically and socially. This desire, which consists in particular in making the State the main agent of decision-making and execution of economic and social policy, aims to place the State at the center of all development action: it is the "welfare state". Thus, alongside this welfare state which remains a reality today, other pilot development options will be added, in this case "the year of the peasant", "the green revolution", etc. whose implementation in the different regions of Cameroon will be entrusted to the elites by President Ahidjo himself, in the inauguration speech of the prefecture of Monatélé in 1975. In said speech, he makes an urgent appeal to the elites, so that they become aware of their responsibility and the role they have. To play for the promotion of national as well as local progress. Also he writes: "the effective development of their department of origin is an effective contribution (Ahmadou Ahidjo: 1975: 17). The idea of an elite which is brought to the fore in terms of local and national development, in association with the State of course will also be followed and reinforced by President Paul Biya in his policy of renewal and development. Liberalization. It is then for the elites to "become aware of their responsibility and of the role they have to play in encouraging development, in promoting a mystic of progress" as Mr. Ahmadou Ahidjo affirms. This means that beyond the government contribution which remains just an accompaniment, all the responsibility for the development of our villages is first and foremost a matter for the elites. The role of the elite from the point of view of the State is therefore known, it is they who must boost local development. Through his ideas, achievements, projects, advice, donations, companies, etc. He is the one who must arouse in the peasant the desire to do better and to be better. It is the pivot, the sine qua non of the change of mentality and life in the village. He is as Antonio Gramsci points out (Gramsci, 1983: 6), the one who must maneuver society to give it meaning. If this is then the role of the elite, if the specifications of the latter are known, is this

role really played by the elite as agreed? The elite today in the villages in Cameroon respond by their behavior to the demands of a society that seeks its emergence?

1.2. So-called selfish practices of the elite to the development of Cameroonian localities

It is curious to note that the dominant discourse in our localities today is that the elite, contrary to his specifications which make him the main actor of local development does not always play this role, quite the contrary that the elite it has transformed over the years into a political, economic, social and cultural entrepreneur with the aim of seeking its added value. This thesis, which unfortunately cannot be unanimously accepted by both the elitist class and that of researchers specializing in rural issues, finds its justification through several realities on the ground, in particular certain practices put in place by the elite both on the political, economic, social and cultural plan, practices which undoubtedly by their manifestations and the visible results contribute to the local development (Elong, 2006: 5). It is moreover this paradox which, because it is not understood by the peasants, results in this accusation that the elite should be considered as an obstacle to local development. However, as this article tries to demonstrate, this is not the case, the practices and mechanisms used by the elite to position themselves politically, economically and even culturally also participate effectively in the qualitative and quantitative transformation of our villages (Elong, 2006: 5). How do these practices and mechanisms of the elite benefit it at the same time as they benefit the localities through their development? This is not the case, the practices and mechanisms used by the elite to position themselves politically, economically and even culturally also participate effectively in the qualitative and quantitative transformation of our villages. How do these practices and mechanisms of the elite benefit it at the same time as they benefit the localities through their development? This is not the case, the practices and mechanisms used by the elite to position themselves politically, economically and even culturally also participate effectively in the qualitative and quantitative transformation of our villages. How do these practices and mechanisms of the elite benefit it at the same time as they benefit the localities through their development?

2. Agriculture as an instrument for the political positioning of the elite and for the development of Cameroonian localities

In a properly capitalist context like ours, the presence, frequency, and interest of elites in agriculture in our villages can be summed up a priori only to a justification: its control and domination of this sector with the aim of '' increase its financial power as well as its notoriety for a better political positioning in future decision-making deadlines. Indeed, as it is known, agriculture is one of the sectors which produces the most capital and Cameroon is the only country which shares the borders of the five States with which it constitutes the economic and monetary community of Africa (Elong, 2006: 5). Central (CEMAC). Besides Chad, it is the largest country in terms of surface area and the highest population density. Located at the intersection of countries with a small population which, moreover, Cameroon presents itself as a space where farming can be very lucrative. The relevance of such a placement has not escaped the elites who have the means to enable them to invest in extensive agriculture. These are blessed by the powers in place in Cameroon which, through the

Ministry of Agriculture and Rural Development (MINADER), intend to make Cameroon the granary of Central Africa by distributing unused land to those who can develop them, in order to promote second-generation agriculture which is essentially based on the development of medium and large agricultural holdings. Indeed, the first characteristic of elite plantations is their size quite large. These are spaces that extend over hectares varying between three and more than one hundred hectares (Elong, 2006: 5). Besides the size, the nature of the preferred cultures and the purpose pursued are also two other characteristics which make it possible to establish the distinction of the anchoring of the elites. Indeed, if it is true that in Cameroon, there is a variability of cultures according to regional diversity, it must be recognized that most of the elites, when they do not specialize in the production of cash crops, the simply do in those of food crops. They are thus investing in the creation of vast plantations of cocoa, oil palms, pineapples, plantains and tomatoes. Is it a coincidence of the calendar or a strategy of patrimonialization of the State? Still, the creation of these plantations often coincides with government programs to revive certain agricultural sectors (Cathelat, 1997:15).

The products from the plantations of urban elites are primarily intended for marketing. It could not be otherwise, having regard to the cultivated areas. While peasant agriculture is renowned for its rudimentary character, the cultivation techniques applied by the elites are semi-intensive. Here, modern techniques are used such as soil fertilization, irrigation, tools, seed improvement, soil study, use of agronomists, use of machinery: the whole being crowned by the use of a non-family workforce and the use of an economic rationality different from the assumptions that govern the running of a traditional family business. The workforce, we must come back to it, because it is through it that the development of localities passes at this level. Indeed, because the size of the plantations is large, the elite, as we have just said, resort to the use of a workforce which in reality is generally made up of the peasants of their village, of its district or it's Department. These peasants who at the beginning are accustomed to a rudimentary agriculture will then in terms of education benefit from the training of agricultural engineers solicited for the cause, they will also rub shoulders with modern agricultural techniques. The consequence of this new agricultural education will very quickly have repercussions on peasant mentalities with a noticeable impact on the quality and quantity of future production. We can therefore see that, starting from a selfish situation where the only intention of the elite is only to position themselves through exponential agriculture, we arrive at a mental and even social development in favor of the locality, which undoubtedly confirms the thesis of a win-win relationship between the elite and its locality (Cathelat, 1997:15).

2.1. Political practices as instruments for the political positioning of the elite and for the development of Cameroonian localities

As several political sociologists have shown, the reign of the single party from the 1960s characterized by the obsession with building a unitary state, did not adapt well to tribal logics which rather favored identity folds, destabilizing the same suddenly the project of a united Cameroon as thought by President Ahidjo. The fate of the elites was then only in the hands of the President of the Republic who disposed of it according to his aspirations. At that time, one did not need an electoral stronghold to be a candidate in an election or to win it, moreover, any popular mobilization effort

was perceived as a tendency to subversion, and as is known to all this was a very heavy charge during this regime (Cathelat, 1997:17). To this end, Ahmadou Ahidjo, former president of Cameroon, declared that it is necessary to make the candidates understand that they will not be elected because of their popularity, their competence in a certain field, or because of their degree of instruction. They will be elected solely because of their loyalty to the party that is to say to the regime (Cathelat, 1997:19).

However, the opening of the political game in 1990 will now allow each candidate, while remaining faithful to his party and even more to his leader, to have an electoral stronghold with which he identifies in order to invest in activities. Of all kinds aiming, among other things, to create a connivance with the populations, to make themselves known to them and to impose their supremacy on them. The capital of sympathy and respect thus forged is supposed to generate political capital, especially since the struggle between political elites has worsened due to the fact that, during electoral consultations, the heads of the lists of political parties are chosen not always according to their programs or skills, but also because of the favorable popular aura they enjoy, aura which, it itself can only be acquired after many actions intended to bewitch the peasants. Indeed, by creating plantations and thus becoming actors close to the local populations due to the similarity of their activities, the elites become essential actors in the mediation between the power of Yaounde and the rural populations. Taking advantage of their social status which places them at the top of the social hierarchy, the elites enjoy the confidence of the populations who entrust them with the mission of bringing their complaints to the competent authorities. Such a position is politically profitable insofar as it not only allows these politicians to retain populations for the ideals of power, but also to acquire and increase their political visibility (Fodouop, 1997:19).

However, the unanimity of this first approach should not take us away from the reality according to which, although the elites seek to position themselves by their practices in our localities, these have an indisputable impact on the development of these localities. Indeed, the political context which requires proximity with the local populations is declined in an objectively formula according to which politics na njangui (Sindjoun, 2000: 18) explains, in large part, the revival of elite activism, in particular towards the promotion of the development of their locality of origin. This activism materializes through the various spin-offs that result from it, in particular: The creation of jobs for the local population, the supply of food in sufficient quality and quantity, the spillover effects induced by exemplarity through which these elites present themselves, the identification of the rest of the population with the nature of the products that these elites cultivate as well as with their cultivation techniques, the major consequence of which is to improve quantitatively and qualitatively traditional agriculture, the granting of donations of agricultural equipment, the construction of schools, water points, hospitals, the organization of atmosphere and sharing and union events such as holiday championships, traditional festivals, etc. Such actions are salutary and are a demonstration that these elites perhaps unconsciously or even consciously participate in the development of our localities through their political practices.

2.2. Social practices as instruments for the political positioning of the elite and for the development of Cameroonian localities

The actions of the elites in our localities, whether individual or collective, always have political positioning aims if we stick to a synoptic vision of the matter (Fodouop, 1997: 22). Indeed, several, if not the vast majority of the elites as demonstrated by several surveys carried out in Cameroonian localities, by committing to perform any act in their villages, always show a subtle desire to assert themselves politically (Aerts, 2000: 20). Only, if this postulate against the elites can have the merit of being posed, it would be reductive not to specify that these social practices of the elite also favor in one way as another the development of our localities (Kabou,1991:10). Indeed, as we have demonstrated from the beginning of this article, the irruption of the elite in our localities today is not fortuitous, it is linked to the desire to build a prestigious image and a political visibility likely to allow it to rise to the top of the local political scale. However, to achieve this, the latter is often forced to go through practices that ultimately do not make it the only winner because the village also finds its account in terms of development at all levels. This postulate is demonstrable at several levels of the actions taken by the elite (Blanchet, 1983:10). The latter is often forced to go through practices that ultimately do not make it the only winner because the village also finds its account in terms of development at all levels. This postulate is demonstrable at several levels of the actions taken by the elite (Dexter, 1970: 10). The latter is often forced to go through practices that ultimately do not make it the only winner because the village also finds its account in terms of development at all levels. This postulate is demonstrable at several levels of the actions taken by the elite (Ahidjo, 1964:18). As of now, let us recall that although being exclusively part of the prerogatives of the State in terms of development, almost all the bitumen of our main and secondary roads is often linked to an underground impulse of the elites with the aim of give a name and carve out an image of choice in the department, district or locality. These roads which at the beginning are the result of a selfish act of the elite remain a perfect asset of development when we know that when the road passes, development follows. Then, it is the so-called selfish practices of the elite which are generally at the heart of the process of physical transformation of our villages and allow them to resemble the so-called developed localities in our country. This is the case with the construction of houses, buildings, shops, hotels, etc (Blanchet, 1983:10).

The birth of new neighborhoods is not to be outdone in this social strategy of quest for notoriety by the elites. With what this can entail in terms of the beautification of the villages. Indeed, the elites, wanting at all costs to impose their hegemony and their superiority on the peasants in order to win the psychological battle and to silence any hint of rivalry in their search for notoriety, do not build ordinary housing. These are at the origin of the villas, duplexes and hotels that can be found in the village. Thus, the actions carried out by the elites, on a purely social level, if they undoubtedly reflect the concern of the latter to want to position themselves politically by all means, unconsciously or consciously promote the development of our localities (Zambo Belinga, 2006:14). This is to say that, by seeking through their various investments in our localities titles of nobility or even notability and majesty, since it is above all about investments which are oriented only towards the objective which is that of confirming their stature of "great", especially since the initiatives or practices of the elites automatically give them the place of head of the family, these practices also contribute

to great social advances in our villages. This is the case, for example, with the creation of commercial and banking structures, the opening of schools, health centers and clinics, shops, drinking establishments, drinking water supply points (Ela, 1982:11).

With regard to the educational component in particular, let us specify that the initiatives, acts or practices of the elites in this direction basically retain the same aims of political positioning, however, at the same time promote the development of our localities. Indeed, by tilting the scales on education, the stakes of the elites are known, namely to bring together a certain number of positive actions in terms of popularity and political ora in his fiefdom in order to convince the Head of State by a balance sheet favorable. Moreover, it is known to everyone in Cameroon that the influence of this or that other elite depends on the actions carried out in favor of the party in power in its stronghold which is its locality, its village. This is why a certain number of elites, headed by mayors and deputies regularly organize refresher courses for students in examination classes. These courses are conducted by the students of the locality and of the department who are also remunerated according to their needs. These elites also distribute books and notebooks to students who have behaved well during the school year and give scholarships to all the winners in the exams of the year. They provide assistance with textbooks in the libraries of various schools and donate tables-benches in public schools (Ela, 1982:11).

All these practices or strategies of political positioning, as we can see, do not only benefit the elite, because if the latter often manage to give themselves a name of choice through these practices, the fact remains that the locality is also a winner. They provide assistance with textbooks in the libraries of various schools and donate tables-benches in public schools. All these practices or strategies of political positioning, as we can see, do not only benefit the elite, because if the latter often manage to give themselves a name of choice through these practices, the fact remains that the locality is also a winner. They provide assistance with textbooks in the libraries of various schools and donate tables-benches in public schools. All these practices or strategies of political positioning, as we can see, do not only benefit the elite, because if the latter often manage to give themselves a name of choice through these practices, the fact remains that the locality is also a winner.

In terms of health, the elites, in order to position themselves politically, generally invest in the distribution of health kits, open modern and affordable clinics in terms of care. In addition, essential drugs are often distributed at the end of the month to farmers after adequate training on how to use them. If such practices, as we have noted, undoubtedly help to restore the image and posture of our elites to the point of giving them, for the lucky ones to gain access to great positions, which is also the objective expected by the latter, it remains just as true that it is thanks to these practices of the elite that our localities are experiencing positive social transformations. Once again we see intervening or better yet manifesting this win-win relationship between elites and localities which we have been discussing since the beginning of this article.

3. Cultural practices as an instrument for the political positioning of the elite and for the development of Cameroonian localities

To promote and facilitate its political positioning in our localities, the elite will introduce new ways of thinking and acting which will obviously upset traditional

cultural practices, thus opening not only to its hegemony within the locality, but also indirectly to local development. It is, among other things, a multiparty system, contrary to the idea of the single party which marked the peasant mentalities; the relativity of the reign of gerontocracy, contrary to the peasant idea of the eldest, who is always right because she is wiser; urbanization of the village unlike its closure by the peasant; the demystification of the village contrary to its mysterious character given by the peasant; openness to emulation and competition unlike the social leveling advocated by the peasant. It is these new cultural approaches that will allow the elite to gain notoriety from local mentalities which, gradually and over the years, will prevail (Zambo Belinga, 2006: 26).

Speaking of the multiparty system, its introduction in the locality is of a considerable contribution to transforming mentalities already obsolete and limited on the local culture of the single party. Indeed, our localities are driven by the idea that social development depends only on the impetus of a political party which is headed by an untouchable and eternal leader. For the local populations the idea of the existence of another political party is a betrayal, especially since these populations never imagined that there could be two caimans in the same river. Thus, the presence of the elite in the locality but above all the awakening of consciousness that it brings in terms of the need to open up to a multiparty system for better governance synonymous with development, this awakening, even if it is not always favorably received and does not always achieve unanimity, in particular it undoes the traditional culture in place to give way to new cultural political practices with the elite as a model. We can therefore see it clearly, the political culture that the elite bring to their locality undoubtedly gives them that place of choice that they are looking for, that respectability and that nobility which, on the political level, gives them all the relative privileges. However, the elite do not benefit alone from the fallout from their practice because, as we have pointed out above, these practices, and particularly that of the introduction of the multiparty system in local cultures, are in terms of local development at the same time. Origin of the education of the local masses (Biya, 1987:35).

The win-win relationship between the elite and their locality can also be read culturally through the relativity of the reign of gerontocracy that the elite introduced into the local culture through their political education. Indeed, in the local culture, the elder is always right because he is wiser and more experienced, it is therefore up to him to make the last decision in all circumstances. The presence of the elite in the locality and their desire to assert themselves politically will introduce into the local culture the reality according to which rationality does not depend on age, but on the ability to better discern, which means that there over age has no influence. Thus, thanks to this new cultural element, the elite once again gain a place of choice in the locality, especially in the hearts of young people accustomed to always being relayed in the last row. But this gain is not only for the elite, it is also for the locality which will now come out of the grip of gerontocracy to open up to new ideas and visions (Courade, 2000: 21).

Speaking of emulation, the observation made in Cameroonian localities is that they have always functioned according to a certain leveling. This leveling wants all the local populations to get used to the same style of life, namely the same styles of housing in terms of architecture, the same sartorial tastes and the same agricultural mode. The presence of the elite in the locality then becomes a source of emulation and positive destabilization of this way of doing things. Indeed, because its affirmation in the locality

implies that it is different from the local populations on all levels, the elite will build houses to the size of their stature and their social rank. He is not going to dress according to the tastes of the locality. This difference in the way of doing things, as much as it will promote the respectability of the elite will at the same time promote local emulation and thereby promote local development. Hence the demonstration of the win-win relationship with which this article has been responsible since its inception.

In this article, the aim was to make a sociological analysis of the relationship between Cameroonian elites and localities on the subject of development to demonstrate that far from being a one-way relationship where the elite alone benefits from the fallout from their practices, it is It is indeed a win-win relationship where each party finds its added value. More clearly, contrary to several scientific theses of rural sociology, development sociology, political sociology and even economic sociology which try to prove that the presence of the elite in our localities is beneficial to it alone because as a political, economic, social and cultural entrepreneur, he only seeks his political position.

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EMPLOYER BRANDING OPERATIONALIZATION: IDENTIFICATION AND VALIDATION OF AN EMPLOYER ATTRACTIVENESS SCALE
(adapted from Berthon et al., 2005)

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Abstract: *Since the 21st century, the competition for recruiting and retaining the most talented employees in organizations has increased considerably. Organizations are making sustained efforts to meet the new expectations of potential and existing employees. Through **employer branding,** a strategic tool available to organizations, organizations can attract and retain employees on a long-term. **Employer attractiveness**, perceived as an antecedent of an effective employer brand, assumes the perceived benefits that a potential employee identifies with an organization. **The objectives** of this study are to identify the dimensions of employer attractiveness that employees and potential employees (from Western Romania) consider important when choosing an employer, by testing and validating a scale starting from the EmpAt scale of Berthon et. al. (2005), and to investigate the differences that may occur depending on professional status. In a sample of 152 respondents (employees and students), the EFA provided a number of **4 dimensions of employer attractiveness**: social value, interest value, management value and benefits value. Regarding the differences in professional status (student vs. employee) they do not exist, except for the value of management which is more important for students than for employees. The adapted scale showed good reliability and stability but required future confirmation and validation with a new sample of respondents. These results provide organizations with a deeper understanding of how they can develop their employer branding strategies in order to attract, retain and motivate employees and offer a reliable instrument for assessing employer attractiveness.*

Keywords: Employer branding; Employer attractiveness; Organizational attractiveness; Employer brand; Employee attraction*.*

1. Introduction

In today's business environment, the *"war for talent"* (Michaels, Handfiels-Jones and Axelrod, 2001), remains the hottest topic in strategic human resource management and is expected to remain for the next 20-30 years. The labor market is changing, jobs are evolving and becoming more complex due to the increased demand for rare and very specific skills. Organizations do not need any kind of employees, but the most talented employees to be able to survive in the future in a very competitive market and in a continuous change due to the technological boom, progress and increasingly sophisticated needs. The organizations' management may use employer branding in approaching this competition to attract and retain talents. Employer branding, defined as the application of a long-term branding strategy in human resources, specifically in recruitment and retention (Backhaus and Tikoo, 2004), has as an ultimate goal to strengthen a recruitment position and differentiate the company as an employer from competitors. In this context, companies need to remain attractive in order to attract the best and most appropriate talent in the organization.

Organizational attractiveness, seen from employment perspective, helps build and communicate a more consistent employment experience and retains current employees, ensuring their commitment to the culture and strategy of the company they work for (Backhaus and Tikoo, 2004).

In general, people want to work for organizations with a good reputation, which offer high salaries, opportunities for professional development and a pleasant working environment. Given that talent is scarce and their attractiveness is becoming increasingly complex, employer attractiveness is becoming a winning strategy applied by companies and certainly recommended for "*the millions of other companies around the world which have similar challenges*" (Minchington, 2011). An emphasis on communicating with current and potential employees and a consideration of the expectations of both target groups are incorporated in the practice of employer branding. By establishing a precise picture of what makes a company a desired job, the attraction of new employees and the increased retention of the existing ones is ensured. Due to its potential, management has embraced employer branding as a useful tool to strengthen the preservation and commitment of human resources. This study aims to identify employer attractiveness' dimensions in a Romanian context, on a sample of employees and potential employees, by testing and validating a scale of employer attractiveness adapted from the EmpAt scale of Berthon et al. (2005). The differences that may occur depending on professional status were also investigated.

2. Literature review
2.1. Employer Brand. Employer Branding

The term "*employer brand*" was first conceptualized by Ambler and Barrow (1996) in their work, *The Employer Brand*. After conducting in-depth interviews with respondents from several companies (managers and HR responsible), they concluded that the branding concept can be applied to human resources management. Ambler and Barrow defined the employer brand as "a package of functional, economic and psychological benefits offered by an employment experience and identifiable with the employing company".

Employer branding emerged as a result of the application of marketing principles in human resource management, initially called internal marketing (Cable and Turban, 2001). The practice of employer branding is based on the assumption that human resources bring value to the company and, through skillful investments in human capital, the company's performance can be improved (Backhaus and Tikoo, 2004). In addition, companies with strong employer brands can reduce employee recruitment costs, improve employee relationships, increase employee retention, and even offer lower employee salaries comparable to firms with weaker employer brands (Ritson 2002).

Edwards (2010) defines employer branding as activities where principles from marketing, especially within branding, are used for human resources initiatives regarding both existing and potential employees and Brett Minchington (2010) describes the concept of employer brand as "*the image of the organization as a wonderful place to work in the minds of employees, active and passive candidates, customers and other stakeholders*". The art and science of employer branding is correlated with attraction, employment and retention, initiatives aimed at improving the employer brand (Minchington, 2010). Even if companies face global economic

conditions that are both difficult to predict and subject to extreme variations, there is a growing need to attract, retain and motivate staff (Moroko and Uncles, 2009).

Employer branding essentially involves the application of marketing and communication concepts in exchange for the promise of an employment experience that makes an organization distinctive and attractive to new and existing employees, ensuring that employees identify and develop commitment to the organization, corporate brand, mission, values and beliefs and thrive with it. Having a strong employer brand is like the organization has a charismatic personality (Barrow and Mosley, 2005). These unique criteria of the job offer or the package of rewards and benefits associated with employment are often referred to as the "*employer value proposition*" (Barrow and Mosley, 2005; Edwards, 2010). Employer branding refers to an organization's reputation as an employer and the value of employment offered to employees. (Barrow and Mosley, 2011).

Employer branding refers to the strategic branding processes that create, negotiate and establish sustainable relationships between an organization and its existing or potential employees under the influence of different corporate contexts in order to co-create sustainable values for the individual, organization and society as a whole (Aggerholm, Andersen and Thomsen 2011).

Several studies have found that organizations with a good employer brand will attract and retain more potential employees (Cable and Turban, 2003; Sivertzen, Nilsen and Olafsen, 2013; E. Alniacik, Ü. Alniacik, Erat and Akcin, 2014). Theurer et al. (2016) define the employer brand as a "*package of employment attributes that target potential and existing employees, which are attractive and unique enough to distinguish an employer from its competitors in the labor market*".

2.2. Organizational attractiveness

Because competition for the best employees has become almost as fierce as competition for customers (Berthon et al., 2005), organizations need to differentiate themselves from their competitors and be seen as attractive employers for potential and current employees (Lievens and Highhouse, 2003). It is important for organizations to understand what attracts potential jobseekers. Employer branding is used to increase organizational attractiveness and improve the organization's reputation. Organizational attractiveness refers to the expected benefits that a potential employee sees working for a particular organization. This construct is seen as a precursor to the concept of employer brand equity or value associated with an employer brand. In other words, the more attractive an organization is to potential employees, the stronger the employer's brand will be (Berthon, Ewing and Hah, 2005). Berthon et al. (2005) developed and validated a multidimensional scale to identify and operationalize the components of organizational attractiveness (as an employer). The authors identified five distinct dimensions of organizational attractiveness. This scale will be the starting point for our adapted scale.

There is a fairly abundant literature focused on organizational attractiveness and employer branding (Ambler and Barrow, 1996; Backhaus and Tikoo, 2004; Lievens et al., 2007; Davies, 2008; Moroko and Uncles, 2009; Edwards, 2010; Mosley, 2007; Roy, 2008; Arachchige and Robertson, 2011; Alniaçik and Alniaçik, 2012; Sivertzen et al., 2013; Biswas and Suar, 2016). However, despite the scientific interest in organizational attractiveness and its growing popularity among practitioners, research

in the field still raises a number of critical questions and issues. Contemporary researchers consider the attractiveness of employers as a multidimensional construction. There are various attempts to identify the distinct dimensions of employer attractiveness (Berthon et. al., 2005; Roy, 2008; Arachchige and Robertson, 2011; Alniaçik and Alniaçik, 2012; Sivertzen et al., 2013) that may differ depending on the tool used (measurement scale), local culture, professional status of respondents (employee or potential employee) and gender. But these dimensions are dynamic and influenced by major changes in the labor market through the emergence of new digital generations, the technological boom that brought major changes in society, staff shortage and an ageing population, which bring with them an epic change in the norms, values and work-related attitudes of individuals and it is important what determines the organizational attractiveness in the new context of labor market volatility and uncertainty.

This study identifies how employers can become and remain attractive in an employment context for potential employees (in a sample made of employees and students), by identifying the values (benefits) they expect from a potential employer or, in other words, the dimensions of employer attractiveness. The study brings an element of novelty by testing the organizational attractiveness on a Western Romanian population, by taking over and modifying an existing scale in the field.

3. Research methodology

In order to meet the objectives of the study quantitative research was chosen for developing and validating a scale to assess employer attractiveness starting from a scale already tested and validated with good results (EmpAt Scale) on other populations. In this study the EmpAt scale has undergone some changes and has been adapted according to the results obtained so far in other similar studies and the recommendations made by other researchers. The study was conducted at the end of 2019 on a number of 152 participants, one-part employees in private organizations in the Western part of Romania and the other being students at the Faculty of Sociology and Psychology (Social Sciences) at West University of Timisoara in final years of study. Students in final years and younger employees are the right target for organizations as potential employees. The tool used was the questionnaire composed of 29 questions, 22 forming the new proposed scale and the rest demographic questions. The data were collected through an online form. Messages containing the questionnaire link were sent to students and employees through internal communication groups in the university / organizations and through social networks.

Out of a total of 152 employees and students, 40% of the respondents had the quality of employees and 60% students at Faculty of Sociology and Psychology from Timisoara West University in final years. Among the respondents, 36.8% were between 18 and 24 years old and 63.2% between 25 and 45 years old, equivalent to the two types of generations in the labor market, respectively generation Z (18-24 years old) and generation Y (25- 45 years). The sample was non-probabilistic build on the age criteria because generation Y and Z represent 60% of the total workforce and potential employees for organizations.

The scale used in this study is the EmpAt (Employer Attractiveness) scale validated and tested by Berthon et al. (2005) on final year students, which measures organizational attractiveness. The initial scale included a number of 25 items that

correspond to the functional, economic and psychological benefits associated with employer branding, grouped into 5 dimensions (values) of organizational attractiveness: economic value, interest value, social value, development value and application value. This scale has been tested and validated in other studies and has proven robustness and stability (Alniaçik and Alniaçik, 2012; Arachchige and Robertson, 2011; Roy, 2008; Sivertzen et al., 2013; Reis and Braga, 2016), less the the applicative dimension value that recorded low scores in most studies. Based on the recommendations of these studies and research showing that the new generations in the labor market attach great importance to the value of supervision, management and feedback, 14 items were removed from the initial scale and 11 new items were added. The items removed correspond to the application value from the initial scale and vaguely defined items such as: "An attractive overall compensation package" which have been replaced by items that more specifically define the benefits related to the salary package and other types of benefits: "An above average basic salary", "Extra - salary benefits (bonuses, performance bonuses, 13th salary, etc) " and the items "Hands-on interdepartmental experience" or "Good promotion opportunities within the organization" replaced by "Training and development programs within the organization". A number of 4 new items have been added that refer to the value of management, which includes the component of communication, feedback, motivation and competent management, based on the conclusions of Myersi and Sadaghian (2010) who, referring to Generation Y, the majority in the labor market, emphasizes that "strong relationships with supervisors must be fundamental in negotiating their initial roles and organization". Also, two new items were added that refer to the value of work-life balance characterized by flexible schedule and remote work, mentioned by some researchers in previous works as important. In the end, a number of 22 items resulted, which were measured by the Likert scale from 1 to 5 (1 = not important / 5 = very important).

4. Research objectives and hypotheses

This study has two objectives. The first is the testing and validation of the new scale by identifying the dimensions of organizational attractiveness among employees and potential employees (students) in the Western part of Romania. Thus, we have the following research question: What are the perceptions of employees and potential employees regarding the dimensions of organizational attractiveness of an employer in general?

The second objective is to explore the statistically significant differences between the dimensions of organizational attractiveness observed depending on professional status (student vs. employee) and the research hypothesis is following:

H1: There are no significant differences in the perception of the dimensions of organizational attractiveness depending on the professional status of the respondents (students and employees).

5. Findings and results

In the preliminary analysis, in the descriptive statistics, the Kaiser – Meyer – Olkin coefficient (KMO = 0.868) was calculated using SPSS 20, which indicates an excellent value (Kaiser, 1974) and it is suitable for factor analysis. Bartlett's Test of

Sphericity was used to determine the relevance of the data (Approx. Chi Square 3272.6683, df 300, p = 0.0000). Bartlett's Test of Sphericity showed significant value of 0.000, indicating p <0.05. Thus, it shows that the correlation between items is sufficient to run the factor analysis.

The first objective was achieved by running an exploratory factor analysis using the technique of parallel analysis and the method of analysis of the main components of the program R version 4.1.0. These techniques resulted in a number of 4 factors with 4 components. Further, the factorial analysis was performed in R with the minres technique and the oblimin rotation. Thus, the total number of indicators (items) was reduced and 4 factors were identified, which explains 54% of the total variance of the data. All item loads in factors are above 0.60 except items Q4_6 "Training programs" which has a load of 0.41 and Q5_5 "A competent and honest manager" with a load of 0.49 and Q5_4 "A manager who appreciates employees' merits" with a load of 0.43 which were removed because they loaded in several factors. With respect to item loads in factors, although loads of 0.70 or above are considered the most desirable, loads between 0.50 and 0.70 are also acceptable and, in such cases, items may be still maintained (Chin, 1998; Hair et al., 2011; Hulland, 1999) especially if we are talking about social sciences. Three items with loadings under 0.50 were removed from the scale. The descriptive statistics and factor loadings of the items are presented in Table 1. The internal consistency of the scale and subscales was tested using the Cronbach Alpha coefficient. The results can be seen in table no. 1. Estimates of internal consistency (reliability) exceed the value of the 0.7 threshold recommended by Nunnally (1978) indicating an appropriate scale structure.

The convergent validity (internal consistency of the items) was also verified by the average variation extracted (AVE), the internal consistency of the scale and subscales (Cronbach Alpha-table no.1) and the discriminant validity of each latent construct by calculating √AVE. The results can be found in table no. 2. According to these results, AVE values are over 0.5 and √AVE values over latent factor correlation values, which indicates convergent and discriminant validity (Bagozzi and Yi, 1988; Fornell and Larcker, 1981; Nunnally, 1978). Also, in table no. 2, the correlations between the factors can also be found, below the diagonal.

Table 1. EFA on Attractiveness employer scale (adapted from EmpAt)

	Scale items	M	SD	Loadings	Cronbach Alpha
F1: SOCIAL VALUE (SOC_VAL)					
Q2_1	Having a good relationship with your colleagues	4,61	,719	0,74	
Q2_2	Happy work environment	4,68	,592	0,65	
Q2_3	Supporting and encouraging colleagues	4,20	,822	0,84	**,898**
Q2_4	A fun working environment	4,50	,681	0,65	
Q2_5	Acceptance and belonging	4,53	,745	0,80	
Q2_6	To be helped when I need it	4,43	,742	0,74	
F2: INTEREST VALUE (INT_VAL)					

Q3_1	The organisation both values and makes use of your creativity	4,43	,843	0,64	
Q3_2	The organisation produces high-quality products and services	4,32	,843	0,72	
Q3_3	Innovative employer-novel work practices/forward-thinking	4,33	,828	0,81	**,862**
Q3_4	The organisation easily addapts to market changes	4,29	,881	0,76	
Q3_5	Job security within the organisation	4,66	,701	0,60	
F3: BENEFITS VALUE (BEN_VAL)					
Q4_1	An above average basic salary	4,18	,833	0,72	
Q4_2	Extra - salary benefits (bonuses, performance bonuses, 13th salary, etc)	4,37	,786	0,70	
Q4_3	Other benefits (private medical insurance, sport allowance, meal tickets, etc.)	4,40	,824	0,64	**,785**
Q4_4	Flexible schedule	4,39	,877	0,65	
Q4_5	Work from home / remote	3,88	1,173	0,59	
F4: MANAGEMENT VALUE (MGM_VAL)					
Q5_1	Having an open communication with your manager	4,74	,546	0,62	
Q5_2	Regular feedback offered by the manager	4,33	,867	0,74	**,768**
Q5_3	A manager who constantly motivates the team	4,57	,668	0,68	
OVERALL					**0,9**
Q4_6	Training programs	4,41	,833	0,41	out
Q5_4	A manager who appreciates employees'merits	4,72	,542	0,43	out
Q5_5	A competent and honest manager	4,81	,485	0,49	out

Source: *generated by the authors*

Factor 1, called "Social Value" measures the degree to which an individual is attracted to an employer that provides a pleasant and fun work environment, a good relationship with colleagues, support and encouragement, acceptance and membership in the organization. Factor 2, "Interest Value" measures the degree to which an individual is attracted to an employer who has quality and innovative products / services, encourages creativity, adapts easily to change and provides safety and security. Factor 3, called "Benefits Value" measures the degree to which an individual is attracted to an employer who offers an above average salary, extra-salary benefits (premiums, bonuses), other benefits (health, sports, etc.), flexible hours, remote training and work. Factor 4, called "Management Value" measures the degree to which an individual is attracted to an employer who has competent management, who communicates, provides feedback, motivates and recognizes the merits of employees. The internal consistency of the scale is good ($\alpha = 0.91$). The social value (α

= 0.898), the value of interest (α = 0.86) and the value of management (α = 0.81) and the value of benefits (α = 0.797) have a good consistency. Following the results obtained from the factorial analysis, 4 compound variables were created: SOC_VAL = social value, INT_VAL = interest value, BEN_VAL = benefit value and MGM_VAL = management value, by calculating the average of the items in each factor. These compound variables will be used to test the research hypothesis. The means and correlations between the compound variables are presented in Table no.2.

Table 2. Convergent and discriminant validity. Correlation matrix between variables

Variable	M	AVE	CR	SOC_VAL	INT_VAL	BEN_VAL	MGM_VAL
SOC_VAL	4,49	0,55	0,80	**0,74**	-	-	-
INT_VAL	4,41	0,50	0,72	0,51***	**0,71**	-	-
BEN_VAL	4,24	0,44	0,63	0,51***	0,28***	**0,66**	-
MGM_VAL	4,6	0,46	0,55	0,48***	0,39***	0,29***	**0,68**
The correlations are significant at the level ***<0.001							
√AVE values can be found in bold on diagonal							

Source: *generated by the authors*

To verify the fulfillment of the second objective, the following hypothesis was tested: There are no significant differences in the perception of the dimensions of organizational attractiveness depending on the professional status of the respondents (students and employees). To test this hypothesis, we compared the averages of each factor (size) of attractiveness according to the professional status of the respondents (employee vs. student). Table 3 shows the averages, standard deviations and results of the T test. The results show that there are no significant differences depending on the professional status (occupation), except for the size-value of management which is significant for students. Thus, hypothesis 1 is confirmed.

Table 3. Mean, SD scores and t-test results of employer attractiveness dimensions by professional status

Dimension	Occupation	N	Mean	Std. Deviation	Mean Difference	t	Sig. (2-tailed)
SOC_VAL	student	89	4,536	0,563	0,107	1,110	0,269
	employee	63	4,429	0,615			
INT_VAL	student	89	4,485	0,594	0,190	1,764	0,080
	employee	63	4,295	0,733			
BEN_VAL	student	89	4,297	0,614	0,125	1,142	0,255
	employee	63	4,171	0,733			
MGM_VAL	student	89	4,629	0,545	0,095	2,111	0,036
	employee	63	4,429	0,621			

Source: *generated by the authors*

6. Conclusion

In this study, a scale of organizational attractiveness (employer attractiveness) was tested and validated on a Western Romanian population starting from the scale of

employer attractiveness of Berthon et al. (2005). Also were identified 4 dimensions of employer attractiveness in a Romanian context and were tested any differences that may exist depending on the professional status of respondents. Thus, the first objective of this study was achieved by validating the scale in an exploratory approach using exploratory factor analysis and a number of 4 factors (dimensions) were identified that explain 56% of the total variance. These dimensions are, in order of their importance: social value (good relationships with colleagues, pleasant working environment, support and membership, etc.) followed by the value of interest (the organization encourages creativity and innovation, has high level products / services, adapts to market changes and provides security), the value of benefits (above average salary, other extra salary benefits, flexible schedule and remote work) and the value of management (good communication with the manager, feedback, team motivation). Even the scale of this study was adapted from EmpAt Scale and applied on different category (employees +students) from Western Romania, the results regarding the employer attractiveness dimensions are in line with previous research that use EmpAt scale and students as respondents: Berthon et al. (2005) (Interest Value, Social Value, Economical Value, etc.) on Australian population and Eger, Micik an Rehor (2018) (Social Value, Interest Value, Application Value) on Czech population. This study's findings emphasize social value and interest value among important benefits that potential employees see as elements of employer attractiveness. This adapted scale showed good reliability and validity for all dimensions researched but would be recommended for future studies to test in a different sample the model proposed in this study through a confirmatory factor analysis. As far as the second objective is concerned, to investigate possible differences in professional status, no significant differences were identified in the dimensions of organizational attractiveness, except for the value of management which is significant for students, which may mean that it is important for students to have good communication with the manager, feedback and to be motivated. Considering their lack of professional experience, these results are in line with the business practice of supporting and guiding new employees. The scope of our research has a few limitations. As we regarded one sample of employees and students and analyze results based on exploratory factor analysis, the robustness and validity of our 4-factor solution remains to be established by surveying another independent and different sample with a confirmatory factor analysis for further generalization and validation of the factors model. Our respondents were Romanians from the Western part of the country and as employment situations are subject to cultural differences, the factor structure would also have to be reassessed in different national settings especially for international brand building. The main contribution of this study is to provide practitioners and academics with a valid instrument to assess employer attractiveness for potential employees (both employees and students) and provide good insights for organizations regarding employer attractiveness dimensions that can be used in building employer branding strategies for attracting and recruiting prospective employees.

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CONTEXT OF THE REORGANIZATION OF CAMEROON FOOTBALL: BETWEEN POLITICO-LEGAL ORIENTATIONS AND COMMUNITY OF ACTORS, 1960-2010

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Abstract: *This research aims to highlight the context of the reorganization of Cameroonian football on the politico-legal level without forgetting to mention the community of actors. An inventory is necessary in order to understand the behavior of the players in the football system in Cameroon because it determines the continuities and breaks observed in the functioning of this sporting discipline. This research therefore involves taking stock of football news in terms of reforms, political and legal incentives initiated by the public authorities and international bodies in order to save Cameroonian football from its many faults. This is the place here to identify the importance of the organic texts founding a new posture of the players and attempting to limit negative consequences for the future of this football. To do this, this article analyzes these implications and suggests some possible solutions. The methodology of this article is based on a synchronic approach and validates a constructivist approach from which we observe the play of the actors. Therefore, it is permissible to dwell on the will of the public authorities to remain the masters of the football system and the consequences which are induced therefore constitute the central axis of this study.*

Keywords: Context; Orientations; Cameroonian Football; Community; Actors

A dive into the history of Cameroonian football shows a system marked by crises and scandals that have marred certain institutions and personalities. From the 1972 African Cup of Nations, to the coup de cœur in 1994, to the sale of tickets in 1998, passing the incredible journey of the indomitable lions in 2002 and the retention of bonuses from players and supervisors (Mvo'o 2020: 75) from 2003 to 2010 are illustrative examples. This cannot be ignored as the period of study chosen in this work conceals a cycle of crisis which ends up paralyzing the umbrella body of football. From 1960 to 2010, we witnessed an insane succession of leaders at the head of the Cameroon Football Federation (FECAFOOT), so much does it look like a political carnival. We thus went from the dismissal of presidents, their imprisonment, to the Provisional Management Committee to the Standardization Committee. This context of chaos has pushed the state on several occasions to take its responsibilities, thus establishing a right of imperialism, that is to say a form of interference, a right of scrutiny over the affairs of FECAFOOT. How did it come about politically and legally?

1.The main political and legal orientations

The question of the reorganization of Cameroonian football necessarily involves the evaluation of the impacts of public sports policies. The analysis models that can be mobilized at this level raise the issue of taking into account the constantly renewed political and legal nature of the reforms. To do this, this part will address the definitional framework of the main principles that allowed the management of Cameroonian football from 1960 to 2010. In addition, we will address the importance of legal acts initiated in order to consider structural changes in the management of

Cameroonian football. It is therefore logical to observe the inseparability of politics and football in Cameroon.

1.1. The range of institutional foundations for football reorganization

We start in theory from the mechanistic model which presupposes a de facto causal relationship between a variable understood here as football and a social model understood here as Cameroonian society. This postulate of analysis, far from being a simple metaphorical transposition is understandable if we stick to the Cameroonian sports model irreversibly and inevitably plagued by crisis phenomena. Examples of infrastructural decrepitude, carelessness in academic sports institutions, the lack of coordination between the various faculties and the field of sport are all elements that can be noted as proof of the need for football reform. Cameroonian.

FECAFOOT, founded in 1959 in accordance with Cameroonian legislation, appears to be an organization whose development is marked by the need to face crises of both governance and relationships. By relying on Vedel and Vitalis, we must recognize that: `` the complex interrelationships between tool and context supply and use, technical and social '' (Morisset & Zarrouck, 1977: 77) are at the center of the explanation of uses or relationships between structures. By joining FIFA in 1962 and CAF in 1963, the Cameroon Football Federation adopted statutes and regulations which by the principle of subsidiarity were subservient to the directives and decisions of these so-called tutelary international football organizations. To do this, it was necessary to summon the members of the football community to meetings which seem to be the founding point of the many palaver in competence between the players of Cameroonian football. We can thus evoke the birth of a culture of "chicanery" experienced here through either:
-   The ordinary or extraordinary General Assembly of FECAFOOT;
-   Conciliation meetings initiated within FECAFOOT or by the ministry in charge of sport;
-   Informal consultations between Cameroonian football decision-makers,
-   Bipartite or tripartite meetings between FECAFOOT and CAF, FECAFOOT and FIFA, FIFA-FECAFOOT-CAF. It goes without saying that the same applies to meetings between FECAFOOT and Cameroonian clubs, FECAFOOT and the ministry in charge of sports;
-   Olympic conciliation missions between the National Olympic Committee of Cameroon and the various bodies in charge of football. At this level, let us recall the right of intervention of the CAS in sports governance in view of the principle of subsidiarity;
-   The Cameroonian football general states held in 2010 (Morisset & Zarrouck, 1977: 78).

This presentation bodes well for the fact that the historical development of the Cameroonian football system has not been easy. Several behaviors characterized the actors and gave birth to groups that became a social and technical system developing a specific mentality that is to say that the way of managing for example the national team in Cameroon allowed the vulgate of the street of self-realization namely "Cameroon is Cameroon". However, the existence of normative and legal texts in accordance with the general provisions of the Cameroon Sports Charter and the statutes of FECAFOOT would have made it possible to resolve this contradiction. It did

not happen and we then witnessed a graduation in the holding of the meetings when it came to football. We have thus gone from meetings within the umbrella body of Cameroonian football to those held at the Ministry of Sports and finally to those held at the Prime Minister or even at the Presidency of the Republic. Far from translating the simple involvement of the public authorities, all these meetings show the powerlessness of the players to build a consensual and coherent discourse on the common interest of football. Let us thus call upon the theory of the socio-technical system stipulated by Rojot who says that: "Sociotechnical analysis favors an organization based on autonomous or semi-autonomous work groups. It affirms the ability of employees to organize themselves into self-regulating groups, which take into account both the needs of individuals and those of production". (Rojot, 1989: 250). It should therefore be understood that the different groups that make up the eleven specialized, decentralized leagues and associations position themselves according to the interests of each corporation. They thus develop uses and practices which end up making any compromise impossible. We subscribe here to the theoretical point of view in action research or intervention research. Here, we are not trying to analyze the organic system of Cameroonian football from the outside but rather from the inside by revealing the obstacles created by these conflicts which, in the eyes of the public authorities, required reorganizations. How to understand that from 1960 to 2010, all the foundations listed by us, wanted by football players or imposed by the public authorities did not have the expected results. Several answers seem plausible to us.

First, the intelligibility of the structure of the Cameroonian football system; all the actors approached it from the angle of the various parameters such as its borders, its structure, its specialization, its distribution of power, its modes of coordination, the role of agents, its identity, its culture. This approach ensured that, in the FECAFOOT-Ministry of Sports relationship, the notion of borders was put into perspective, that of structure ignored, the specificity of football simply not being taken into account. This is why the public authorities have endeavored by giving the main political and legal orientations to break with the life cycle of crisis specific to an organization conceived as a living organism with all the existential problems that this underlies.

Second, the Cameroonian football community agrees on organizational change at each meeting. This is understandable because it is the only solution through which Cameroonian football can remain competitive. Moreover, let us remember that the need for this organizational change arises the day after each debacle of the national team. For example, we have the CAN of 1972, 1986, 1992, 1998, 2004 and 2010 as so many repositories. Crozier and Friedman judged the need for organizational change in these terms: "change: this ability to tolerate diversity, greater openness, inconsistency and to manage inevitable tensions and which allows men to conquer greater capacities". We can therefore conclude at this level that the players in the Cameroonian football system all seem stricken with amnesia because it is circumstances that dictate change and the theory sufficiently demonstrates that this cannot be chosen but learned (Crozier and Friedman, 1977: 87).

These two answers lead us to say that it is the debacles of national teams in international competitions that create the social, political and legal context for the reorganization of Cameroonian football. However, the main stake of these reorganization processes remains the appropriation of the major orientations desired by the public authorities. In fact, FECAFOOT decision-makers seem more inclined to

appropriateness as defined by Arrow (Arrow, 1962: 609-625). In other words, everyone implies texts in isolation or according to their interest group. If it is true that clan struggles were one of the causes of the decadence of Cameroonian football at the end of the 1980s, it is precisely because football decision-makers have moved away from the notion of appropriation which alone makes it possible to avoid point to isolate the cognitive processes of acquiring knowledge from the behavioral processes of using this knowledge. In a way, it is fair to leave football to the footballers in view of the knowledge acquired by them while taking into account the morals of those called upon to preside over the bodies of the system. A few players who have managed football clubs in Cameroon can be cited. We have in memory: Théophile Abéga, Emmanuel Mvé Elemva, Pierre Womé Nlend (Canon de Yaoundé), Joseph Antoine Bell (Plane du Nkam), Gérémi Sorel Njitap as leader of the National Union of Cameroonian Footballers (SYNAFOC) based in the city of Douala .

The management of paradoxes in a mode of rule of unstable conformism has prompted Cameroonian actors to practice immobility and resistance in the face of the will of the public authorities to move the lines within the system. We can ironically say that the Cameroonian political decision-maker seems to have forgotten that FECAFOOT like any organization has had successive leaders who have developed the capacity to learn, to value the knowledge acquired in order to perpetuate a system resistant to innovation. In fact, from 1960 to 2010 in the face of the government's desire to innovate, FECAFOOT remained an increasingly bureaucratic, regulated and apparently stable organization in anarchy. From then on, the problem for the state was to perpetually create an institutional framework that alone was empowered to ratify the resolutions taken. This was the role of the FECAFOOT General Assembly, which became the tribunal between the different factions. If we stick to the charter of physical and sporting activities as laid down by law n° 96/09 of August 5, 1996, FECAFOOT should be defined as a sports association. Which can only benefit from this label when it usually organizes, even incidentally, the practice of one or more disciplines or physical exercises. This leads us to read this institution as an actor who influences users, conditions and modifies their visions of football. We can at this level draw a parallel with the influence of technology on society from the point of view of technological determinism. In other words, the action of FECAFOOT is not neutral and aims to transform the Cameroonian football system at all levels. Nevertheless, the postures proposed from a legal point of view have made it possible to develop arguments which through texts, laws and decrees. These would have direct effects on the functioning of this federation.

1.2. The scope of the multiple organic texts on football in Cameroon

The goals of the umbrella body of Cameroon football contained in sixteen points of its statute constitute the first code which governs the organic institutional environment of Cameroonian football. This is the set of possibilities that govern the membership, use and ownership of football by the players. But it must be recognized that the structuring capacity of FECAFOOT lies in a process of co-evolution between the external institutional environment and the organic environment. It seems in fact that there is a permanent interaction between the decrees, laws and ordinances of the State and the legal system put in place within FECAFOOT. The work of Robert Reix shows how social structures develop rules from the resources that determine the

action of actors, who design and interpret the environment (Reix, 2002: 67). What is the range of founding texts of the institutional environment of Cameroon?

This organic arsenal can be found on a double level. International texts of affiliation and internal texts of football ownership. With regard to international affiliation texts, these include the statutes of FIFA, CAF, the IOC, the Standard Collaboration Agreement adopted by the FIFA Executive Committee on October 29, 2007 in Zurich, FIFA prescriptions resulting from the MINJES-FIFA-FECAFOOT tripartite of November 5, 2004. These texts can be read at the level of adaptive structuring, that is to say the analysis made by Cameroonian decision-makers to appropriate at a double level the practice of football. At a first level are the de facto recognition of international football bodies and at a second level the use that Cameroon intends to make of this football. We start from the postulate of the theory of Desanctis and Poole who emphasize that the modes of appropriation can be a function of the culture or the history of a decision system (Desanctis & Poole, 1996: 76). For Cameroonian actors and decision-makers, it is about creating a socio-technical configuration to revitalize sport in general, physical education and football in particular. This was visible through the general objective of the States General of Sport and Physical Education. However, to understand these foundations, we must stick to the organic texts. These are of several kinds which should be listed in tabular form.

Table 1: Some organic texts for the structuring of sport in Cameroon

N°	TYPOLOGY OF TEXTS	DATE	OBJECT
1	Law n°96/09	5 août 1996	Charter of physical and sports activities
2	Decree n°72/600	31 October 1972	Organization of the national football team
3	Decree n°76/459	11 octobre 1976	Addendum to Decree No. 72/600 on the organization of the national football team
4	Decree n°85/192	14 February 1985	Amending and supplementing Decree No. 72/600 on the organization of the national football team
5	Decision n°26/MJS/CAB	19 December 2000	Rules of procedure for national football teams

Source: Documentary compilation by us made on the basis of the private archives of Roger Milla, Michel Zoa.

These different texts show the investment of public authorities in the structuring of a set of strategies with specific objectives. These can revolve around the organization of Olympic and Paralympic football sports disciplines, the financing and partnership of the Cameroonian football system, the training and professionalization of actors and the establishment of a model agreement between different instances. In other words, the organic normative framework aims to remedy the existential weaknesses in the football system. Said weaknesses being of the order of: inadequate organization charts, non-application of existing ones, absence of seats for regional, departmental and district leagues, ignorance of administrative procedures, insufficient financial resources , the mediocre quality of the appropriate infrastructure, the low

media coverage of sporting events except those concerning national teams (Morisset and Zarrouck, 1977: 79).

In this case, it can be recognized that the general objective of the multiple organic texts has been to govern the relationship between FECAFOOT and the Ministry of Sports, mainly with regard to the national football team. This therefore leads to a relativity of the normative framework which does not integrate at this level the recurrence of conflicts between the umbrella structures and their branches in view of the multiple conflicts between FECAFOOT and the general leagues concerning intermediate competitions with access to the level. Superior. The conflict between Bamboutos de Mbouda and FECAFOOT in 2010 is a perfect illustration of this. Then, the organic texts do not take into account the new "slave trade" which is made by the uncontrolled exodus of sports talents to the outside. To avoid customs, some Cameroonian football players are sheltering behind the regulations governing the statutes and the transfer of FIFA players. This posture justifies the low technical level of the local championship and the regular disappointments of Cameroonian clubs since 1981 in continental sports competitions. Added to these first two defects a fanciful programming of sports competitions, the lack of technical supervisors or qualified coaches, the non-compliance with ministerial instructions by the various branches of FECAFOOT and we come to a laconic conclusion: FECAFOOT with a minimum right. In other words, there is a "no man sland", that is to say a non-existence of legal instruments at a certain level which allow the vagueness of governance. The disciplinary code of this federation at this level could not overcome the initial problem that of the inadequate training of those involved in the management of the federal structure.

What is the interest of this normative framework if not the fact that it has the merit of existing and of establishing some rigidities which tend to overestimate the power of the actors while neglecting the effective strategies of their supervision? The resulting complex interactions lead on the one hand to say that the law here is a logic of supply which allows Cameroonian representativeness at the level of football diplomacy but also a logic of use because configures the Cameroonian football system of a certain way. All in all, these laws are recognized by the Cameroonian National Olympic Committee (CNOC) which exercises its attributions in accordance with the missions assigned to it by the IOC. Institutional change is thus conceived as the meeting between law, lawlessness and the national political context. In the aftermath of the debacles of the Cameroonian national team in international competitions, he wants to be the bearer of a modulated organizational design to make room for a new legal context, new management methods, and changes of people. Is this not the model of the seamless canvas desired by Hugues in order to explain the "development produced in the tangle of different technical, socio-economic elements" (Hugues and Thomas, 1983: 128)? This question allows a relationship to be established between the political world and the football world. Although it must be recognized that this posture has been the subject of many proposals and research to better understand the joints. The fact remains that debacles have an influence on the system because they require organizational designs in terms of the development of a discourse, the appropriation of methods, and institutional reorganization. Thus, the football players adapt themselves according to the circumstances just like the normative framework. It is therefore a law / circumstances dialectic that must be grasped in order to identify the

contributions of the texts, their constraints both on the relations between actors and on the institutional and organizational structures. Therefore, it makes sense to interpret and understand the community of football players through the prism of their repositioning in the wake of the unsuccessful competitions of the national team.

2. Critical study of the community of football players

The community of football players is at the heart of all the changes concerning this sporting discipline. It is understood in a society as a whole with its organizations, institutions and interactions that are constantly changing. It is therefore a concert of non-monolithic actors who act through a code, a kind of language that only they understand. By relying on linguistic determinism, we know that language is not just a neutral tool but much more that it modifies the conceptions and ways of thinking of individuals. In other words, any new player in the Cameroonian football community adopts a method of thinking, a way of acting similar to that of his predecessors faced with an environment of crises. Understanding the logic of these actors in an environment that is constantly changing and therefore changes are recurrent is the problem of this section. To do this, we will analyze the conflict dynamics of the relationships between formal actors at the level of the mechanistic model and then we will observe the dynamics of other actors in the reform era.

2.1. The issue of relations between formal football players in Cameroon

The theory of structuring shows that the laws and devices on which the players in football rely are left to the appreciation of everyone. As a result, we are witnessing multiple interpretations that give rise to controversy and conflicts with regard to the distribution of powers. This is aptly reminiscent of this vision according to which in Cameroon: "the laws in force are repeated and overlapped, neither the vigilante nor the litigant are immune from error" (Atenga, 2010: 36). This leads us to consider that by being part of a permanent reorganization process linked to a circumstantial environment, the Cameroonian public authorities characterize the football system by a logic of interaction patterns. It means by a process by which the structural properties are found created and recreated in a space-time by the means of the rules and the virtual realities advocated by the politician. In fact, by getting involved in this process, the public authorities, far from adapting the normative framework through breakthrough innovations, are adopting the same laws and adapting them to the new context. For example, article 2 of the statutes of the Cameroonian Football Federation, which deals with relations with the public authorities, did not experience significant and differentiated grooming from 1972 to 2010. By making a historical digression, we observe that the texts observed by the Extraordinary General Assembly of this body of October 10, 2018 are almost identical to those of the football general states and to those resulting from the multiple meetings of consultation and reorganization of FECAFOOT.

There remain several ambiguities. First, the financial co-supervision of FECAFOOT with the State. That is to say, the Cameroonian state and decentralized territorial communities continue to provide grants to FECAFOOT. The logic of the resulting tip was highlighted in November 2010 when during the Estates General, football players recognized the inadequacy of the federations' self-financing mechanisms; the weak involvement of companies in the financing of sport;

mismanagement of funds by federation managers. This observation leads us to see the strengthening of the logic of subordination of the umbrella body of Cameroonian football to the public authorities, which is contrary to the spirit of the texts of FIFA and CAF. They appear here: "FECAFOOT's accounting documents relating to subsidies allocated by the State are presented without travel, upon all requisitions from the minister in charge of sports and the minister in charge of finance". Second, the players in the Cameroonian football system, by accepting technical support from the State for the sports movement, fail to consider the divergence of objectives between the public authorities and FECAFOOT. The former blame the latter for the non-existence of coercive measures vis-à-vis players, sports players; the inadequacy of deontological, ethical and moral codes in football. The public authorities are not wrong when we remember the clashes between some top players in the Cameroon team in 1990. Who can forget that in 1998, Jacques Songo'o then doorman of the Spanish team of Deportivo de la Coruna had lost his post of titular guardian on the instructions of Minister Owona Joseph (Anafak, 2010: 150). It emerges as follows: Cameroon, beaten in a context of scandal in 1994, qualifies again for the 1998 World Cup in France. This edition is special since it is played with the former colonizer. Cameroon, as usual, approach the competition ill-prepared. The African Nations Cup (...) in Burkina Faso revealed serious shortcomings in the team's physical, tactical and organizational preparation. Cameroon had been eliminated... Fans furious at the mistake of goalkeeper and team captain Jacques Songo'o in the game against Guinea Conakry demanded that he be sidelined. He had been replaced on the instructions of the Minister of Sports, after injunctions from the authorities in Yaoundé, in order to contain the discontent of the supporters. Second goalkeeper Vincent Ongandzi defended the goals against the advice of coach Jean Manga Onguéné (Anafak, 2010: 150).

This illustrative example shows that the behavior of some players at the stadium during the Indomitable Lions campaigns had an impact on the sporting public and prompted political involvement. Failing to see some players being sanctioned, the public became a judge and did not hesitate in 2005 to ransack the house of Pierre Womé Nlend in Yaoundé, in 2006 to demand the head of sports minister Philippe Mbarga Mboa. The public authorities also argue that FECAFOOT is insufficient in terms of adequate monitoring of the organization and promotion of football activities. The second (FECAFOOT) argue that adequate funding is unavailable; the non-application of law 74/22 of December 5, 1974 and that n ° 96/05 of August 5, 1996. Regarding the second law, it is very explicit in several ways. In its Article 3 of Title 1, it is said: The State is responsible for the teaching of physical education and sports. As such, the school or university programs adopted by the minister responsible for national education, as the case may be, the minister in charge of higher education include, on the proposal of the minister in charge of sports in conjunction with all interested parties, compulsory physical education and sports lessons.

On observation, FECAFOOT is not involved in defining the educational framework necessary for the emergence of football coaches and technicians. This is how we observe the lack of a partnership between INJS, CENAJES and FECAFOOT. This is detrimental to the need to achieve optimal vocational training objectives. Neither in terms of admission nor in terms of training, has FECAFOOT found itself through its clubs forced to use products from these schools. Article 4 also reinforces this anachronistic system by stipulating that: "the State contributes to the promotion of

physical and sporting activities as well as high-level sport in conjunction with local communities, legal persons governed by public law or under private law, sports federations or associations and social and / or educational institutions". However, this state will is contradictory with the practice on the ground. In fact, with regard to the Cameroonian football system, we are witnessing a horizontal structuring with the creation of a permanent intersectoral consultation framework involving the partner institutions of the Ministry of Sports, namely the Ministry of the Economy and Development of the Territory (MINEPAT), the Ministry of Finance (MINFI), the Ministry of Public Service and Administrative Reform (MINFOPRA), the Ministry of Basic Education (MINEDUB), the Ministry of Secondary Education (MINESEC), the Ministry of Employment and Vocational Training (MINEFOP), the Ministry of Higher Education (MINESUP). This symmetry is contrary to the principle of subsidiarity, which would mean that it is the verticality of the partnership that allows better use of graduates from these professional schools in the field of sport. Hence the legal and administrative controversy between FECAFOOT and the institutional partnership created by the ministry in charge of sports. The latter stands out as the central actor and taking into account the actor-network theory, we can say that at the base of the process of institutional construction of Cameroonian football is the controversy between the actors of the network. It is therefore necessary that between MINSEP and FECAFOOT take place a series of negotiations in order to produce a convergence of the interests of the network, that is to say to build a consensual point of view.

What then to say at this level if it is not that the various sports ministers who have followed one another with more or less success have never ceased to make FECAFOOT's membership in international sporting bodies a means of Cameroon to assert its existence vis-à-vis the international community. The emblematic figures that are Joseph Fofé, Ibrahim Mbombo Njoya, Joseph Marie Bipoum Oum, Joseph Owona, Pierre Ismaël Bidoung Mkpwatt and Philippe Mbarga Mboa have embodied until caricature what Mbengalack had already denounced by saying: "the (football) is wanted to be a practical tool which was to make it possible to achieve a coherent policy in the struggle against imperialism, colonialism and neocolonialism" (Mbengalack, 1993: 469). In this scheme of interpretative flexibility, the interests of FECAFOOT cannot be consolidated in the public sphere and are found to be contradictory to the role of the state, which expects political dividends. We are in the David vs. Goliath pattern where the 'misery' of a federation with some corrupt players pushing officials to willingly delegate their powers to the state. Therefore, the objective of the Cameroonian Football Federation is to survive by avoiding any iconoclasty, that is to say by being a complementary whole arranged and obedient to the hierarchy. The accountability of football is therefore at the heart of the issue between the Cameroonian state and FECAFOOT.

The soothing discourse served to the public is therefore going to be that "all is well" (Mutations, 2002: 08). This optimism, which provides decision-makers with comfort during sporting performances, cannot remain in force during poor performances. From the federation to the ministry, everyone returns the ball to the causes of the failures. In Cameroon, we only perpetuate victory and since defeats always lead to reforms, we need heads to "sacrifice". The logic of passionate about football leads us to know that despite the modesty of resources on a global scale, Cameroon wants through football to secure its image, restore its prestige and attract

investors. As such, the strategic challenge imposed by professional football leads the two main formal players to be in permanent conflict.

The sports ministry, which has established itself as a central player, is therefore the conductor, the one who keeps the merry-go-round; the boss who controls, handles and imposes. Gary Tribaux notes: "In this exposed environment of professional sport, coaching, motivation, presence must guide the manager's action. The diversity of characters and profiles, if possible different from those of the manager, must constitute an asset for the sports institution" (Bekombo, 2002: 04). In this case, the relationship between the different FECAFOOT and the ministers in charge of sports generally alternated between enmities and distancing. It is difficult in the history of Cameroonian football to find a peaceful, rationed and reasoned relationship that has allowed the Cameroonian sports movement to give its full potential. We are still in the pattern of frontal opposition which becomes a burden to the internal and external dynamics of revival of the Cameroonian sports movement. Claude Bekombo Jabéa emphasizes that this is what forces these decision-makers to structure informal meetings and resolve problems through the palaver tree (Dermit, Tribou, 2016: 9). He puts forward as recommendations that the operational scope of the change, the conception of sport and its perception should be taken in a synergistic manner in order to ensure an interactive order between the two bodies. This is the main challenge for the development of football in Cameroon. We must therefore move away from the sports corporatism defended by FECFOOT and MINSEP, each at its own level to establish a sports partnership. It goes without saying that such a development cannot be achieved by excluding the state from the center of the network. This is undoubtedly what FIFA understood from the Zurich consensus which established an agreement between the Ministry of Youth and Sports and the Cameroonian Football Federation on December 18, 2000. It must therefore be recognized that the players in Cameroonian football have been characterized by their political, legal and managerial opposition. However, the reforms initiated following the various early eliminations from international competitions have enabled the players to reposition themselves in relation to each other. Understanding these trajectories seems wise in the reflective section that follows.

2.2. New positioning of other actors in the era of necessary reforms

The Cameroonian football community by its heterogeneity is generally positioned to face the challenges that concern Cameroonian football. It is therefore not surprising to find that journalists, supporters and other stakeholders interact within the framework of the dialogues initiated by the public authorities in order to reform Cameroonian football. The speeches formulated by them, the actions carried out by them provide a glimpse of the possible success or failure of the initiatives put in place to give new impetus to the football system. We must see here the establishment of a utilitarian ethic often blurred by remnants of the associative ethics of clubs and of the umbrella body. In fact, it appears that the orientations and policies undertaken are confronted with the opposition of certain club leaders who play on two registers, namely: that of Cameroonian football as an amateur sport. At this level, it helps to minimize the salary treatment of players who are seen here as volunteers. In other words, they have no health coverage, no proper treatment, and sometimes they don't even have a contract. This amounts to saying that the players are paid by the task, the

victory bonus serving as salary. The issue of the inevitable professionalization desired by the public authorities in order to restore the image of Cameroonian football, this initiative meets the hostility of part of the Cameroonian football community. It was for the public authorities to transform the clubs into a commercial sports enterprise capable of raising capital in the financial markets. At this level, the spectator, sentimentally attached to his club, becomes a public financier. These two points show the ideological incompatibility between certain players in the football community and the public authorities. Thus, by professionalizing the championship, we must necessarily witness the creation of public limited companies with international influence but also sports entertainment companies. Antoine Dépadoux Essomba Eyenga's experience with the TKC SAOS in 2008 is an illustrative example, as is the legal battle that would oppose him to the other leaders of the "original" TKC. This example leads us to formulate this principle: the club which wins sportingly is the one which is best managed economically. We can thus make a comparison of the existential advantages between professionalization of football and the maintenance of amateurism at the club level. Also, we wonder what are the advantages of an amateur club compared to a professional club. We summarize this in the table below:

Table 2: The competitive advantages of the amateur club compared to the professional club

Avantages	
Image of disinterestedness provided by the associative label	Counter-image of amateurism (in the sense of a lack of professionalism)
Gains in competitiveness due to: - reduced costs (volunteering); - public subsidies; - The absence of profits to distribute.	Difficult management of human resources made up of volunteers and employees, and consequences on the quality of services Limited external funding

Source : P-E. Tixier, 2002 :13.

      This table underlines that the associative ethics and utilitarian ethics practiced by Cameroonian football players do not make it possible to derive substantial benefits that could lead to the development of the club. The logic that drives some club presidents in Cameroon is the conservation of the initial legal form or even the management of the club in a family way. However, the transition to a corporate status for a club has the effect of allowing the arrival of interested external funding. Partners provide capital in exchange for a profit share. However, in the case of species, we are in what the Cameroonian philosopher Hubert Mono Ndjana called "mapartism".

      The reforms initiated by the public authorities although rejected by the actors aim to build professionalism. The objectives assigned to the clubs are undoubtedly aimed at increasing their turnover. So to speak, clubs such as Coton Sport de Garoua, Canon de Yaoundé, Union de Douala, Racing de Bafoussam, and Tonnerre Kalara Club de Yaounde, however mythical they may have had to get out of the rut of ethnic or personal management in order to fit into the scheme of the creation of commercial enterprises. This presupposes the search for three main sources of income: income related to ticketing, media rights and marketing rights.

      In the era of globalization, this means having a presence on social networks in order to communicate information, share photos, promote the image of players, in short to interact with their communities of supporters. With this new positioning, Cameroonian clubs can open doors that were previously difficult to access.

Nevertheless, it must be taken into account that the public sector constitutes a formidable competitor for the development of clubs. Indeed, by keeping the upper hand over infrastructure, the public authorities in Cameroon condition the typology of the show and cap the income of clubs. Indeed, the quality of the infrastructure determines the attendance of the public and the sums collected are generally low in view of the quality of the lawn. How can we understand that we can encourage players to professionalize without establishing a real football-business strategy?

Sports marketing appears to be non-existent in the era of the necessary reforms in Cameroonian football. No player in the Cameroonian sports community seems to be able to drive products and services to consumers of football on the one hand, to bring consumers to the products and services of their clubs on the other side. The responsibility of the State and of FECAFOOT should be noted at this level. Indeed, what if in the 1970s and 1980s the Canon–TKC, Union-Dynamo derbies filled up the stadiums in Yaoundé and Douala? It appears that since the 1990s, these generate little attraction for fans and investors. On analysis, the state appears to be the driving force behind this inconsistency in public policies. Thus, it appears that: High-level sport as provided for in Title 2 of this law is a factor of emulation. It is a source of social recognition for players and athletes. In this regard, the high-level athlete, through his performances and his contribution plays a leading social and cultural role. The Minister responsible for sports is kept informed of the organization of international sports competitions or events. This principle stated here leads to highlighting the typology of the constraints facing these football players in the era of professionalization.

First, an internal constraint of profitability and ethical purpose. At this level, it is for managers to put in place a balanced governance of revenue and expenditure. In fact, the history of Cameroonian football sufficiently shows the interventions of the elites to see the State in order to bail out certain clubs, to finance their trips to international competitions. Second, Cameroonian clubs are under the seal of an external constraint. It is about meeting the demand of supporters, fans, members who by paying their dues, expect results. This is the place to understand the dismay of some in view of the sloppy performances of Cameroonian clubs since 1981 in African continental competitions. The supporters are all the more demanding as they expect quality infrastructure, great services, and participation at the highest level from their clubs. It is within the framework of professionalization, the emergence of a certain level of requirements understood here as the report, quality of the spectacle, sporting results of the teams. Third, another obstacle stems from the financial environment. Commercial sponsors such as Orange, MTN, Brasseries du Cameroun, the ministry in charge of sports, local and regional government administrations also have expectations! These are articulated in terms of visibility and image on the continental scene. Hence the conflict between the expectations of members, state sports diplomacy, the ethics of the general interest of local communities and the ambitions of sponsors. Fourth, there is a competitive constraint between the various Cameroonian clubs engaged in international competition. Far from proceeding by synergy in terms of friendlies and solidarity, they are instead running a race towards commercial and public sports companies. All this leads us to carry out an analysis of the sports services market.

The objective of this article was to present the context of the reorganization of football in Cameroon on the political, legal and above all organizational levels. An

inventory was necessary in order to understand the behavior of players in the football system in Cameroon with a view to determining the continuities and breaks observed in the functioning of this sporting discipline. Said research took stock of football news in terms of reforms, political and legal incentives initiated by the public authorities to prevent football from falling into uncontrollable ways. This is the place here to identify the importance of the organic texts founding a new posture of the players and attempting to limit negative consequences for the future of this football. We had to evoke these implications and project some possible solutions. The will of the public authorities has remained the masters of the football system and the consequences which are induced have therefore constituted the central axis of this study.

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THE SOCIAL INCLUSION OF HIV-AFFECTED PERSONS – A CHALLENGE FOR TODAY'S SOCIETY

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Abstract: *The human immunodeficiency virus (HIV) infection continues to be one of the most controversial and stigmatizing diseases in history. Since the discovery of HIV, the infection has acquired medical and social dimensions, stigma and isolation tendency being some of the most obvious effects felt socially. The evolution of HIV infection since the discovery of the first case in 1959 in the Leopoldville region, the Belgian Congo (now Kinshasa, Democratic Republic of Congo), has reached pandemic dimensions as in 2021 over 37.7 million cases were reported. In Romania, among other problems inherited from the old communist system, during the years 1986-1992 we witnessed a negative record in terms of the number of HIV-infected children, taking into account that about half of the total number of cases recorded at that time were in our country, with over 1000 confirmed cases of paediatric HIV / AIDS out of a European total of 2000 cases. The aim of the research is to identify the manner in which social protection measures in Romania promote social inclusion and combat discrimination against people affected by HIV-AIDS in the Valea-Jiului micro-region. The data collection was performed by means of a questionnaire-based sociological survey. Discrimination in relation to HIV infection continues to be present in the medical-social field, insufficient information about the routes of transmission make HIV-positive people unwanted by society. The interventions of the Romanian state in the case of persons affected by HIV-AIDS are limited in the form of disability or, as the case may be, pension allowances, other active measures of social inclusion being absent.*

Keywords: HIV; Social Inclusion; Stigma; Disability.

1. Literature review
1.1 Conceptual delimitations

The Human Immunodeficiency Virus (HIV) is a highly virulent pathogen that attacks the cells of the immune system by multiplying inside them, then destroying the same. The main target of the human immunodeficiency virus is represented by the T4 cells (helper) on whose surface there is a protein called CD4.

Roger Pebody (2021) exemplifies that HIV-1 was first discovered and is the most widespread type in the world, while HIV-2 differs in its genetic structure from HIV-1 by 55%.

HIV-2 is most common in West Africa and is becoming more common in India, although the number is still relatively low. A reduced number of cases have also been reported in Portugal, France, other European countries, including the United Kingdom and the Americas, mostly in individuals of West African descent or their sexual partners.

Due to the genetic difference, HIV-1 and HIV-2 antigens are distinct enough that if a diagnostic test is developed only to detect HIV-1, it will not actually detect HIV-2 (Pebody, 2021).

It has also been observed that people infected with HIV-2 tend to have a lower viral load in their blood than people infected with HIV-1. If left untreated, HIV-1 and HIV-2 weaken a person's immune system, leaving them more vulnerable to other infections and diseases. However, HIV-2 tends to evolve more slowly than HIV-1 (Burgess, 2018).

AIDS (acquired immunodeficiency syndrome) is the English abbreviation that defines a complex of different diseases that specifically affect people infected with HIV who due to immunodeficiency develop a series of opportunistic infections. AIDS therefore means the stage in which HIV infection leads to the collapse of the immune system manifested by treatment-resistant infections. Most germs become highly pathogenic when the CD4 level of the HIV-infected person falls below 200 cells per cubic cm of blood (Ignat, 2006: 8-9).

From a medical point of view, AIDS is a sum of symptoms and clinical signs. It is known that B and T lymphocytes protect the human body against viruses, parasites, fungi, etc. The term AIDS was first introduced in 1982. In Russian-speaking countries the term SPID is used, while in China they call it "AI ZI", meaning disease transmitted through love. (Buzducea, 1997: 19).

According to experts from the World Health Organization, most people do not feel HIV-specific symptoms in the first months after infection and may not be aware they are infected. Others may experience flu-like symptoms, including fever, headache, rash, and sore throat. However, the virus is the most infectious when it come to the potential to be passed on (World Health Organization, 2021).

In the opinion of Dr. Ioan Nedelcu, there is an average period of 12 weeks, during which the actual seroconversion takes place, which coincides with the appearance of the first specific antibodies, with specific HIV anti-structures. Deterioration of the functional and structural state of the immune system progressively increases the risk of developing opportunistic infections or cancerous tumors. Viewed from this angle, all these clinical manifestations are present in the final evolutionary stage of AIDS (Nedelcu, 1991: 26-33).

1.2 Brief history

HIV was first confirmed in a man in the Leopoldville region of the Belgian Congo (now Kinshasa, Democratic Republic of the Congo). The sample collected containing positive plasma was called L70, and was obtained in early 1959 and frozen in a specific bank. Thus, the first recognized case of human HIV infection was recorded following tests performed on frozen blood. (Zhu, Korber, Nahmias, *et al.*, 1998).

Another reported case is that of a Norwegian family in the 1960s and is an important episode in the history of the HIV infection, which is reported by researchers at the National Hospital and the National Institutes of Health in Oslo. The case was presented in the British medical journal Lancet and is considered to be the first European AIDS case to be documented.

In the Norwegian case, the father, a sailor born in 1946, was first seen by Froland in 1966 and suffered from a number of respiratory illnesses while the sailor's wife, born in 1943, began to have persistent fever, respiratory infections and a few

other symptoms in 1967. A daughter born to the couple in 1967 developed normally for two years, but then suffered a series of bacterial and viral infections. All three died in 1976. (Frøland, Jenum, Lindboe, Wefring, Linnestad, and Böhmer, 1988). Luc Montagnier, a French researcher at the Pasteur Institute in Paris, discovered the human immunodeficiency virus in 1983. Montagnier and his team looked for the pathogen in the inflamed lymph nodes and isolated it from a lymph node biopsy from a patient who was thought to have a pre-AIDS immunodeficiency syndrome. It is called Lymphadenopathy Associated Virus (LAV). Thus, the causal relationship between HIV and AIDS was accepted by the scientific and medical community in 1984 and was further verified by the subsequent isolation of type 2 HIV (Gallo and Montagnier, 2003). Between 1981 and 1984, the evolution of this "phenomenon" was quite rapid. If some of the situations from 1981 have been described above, a series of events are noteworthy for 1982: the Center for Disease Prevention and Control (CDC) publishes in the "Morbidity and Mortality Weekly Report" a brief information on the diagnosis of a new disease for 34 of people from Haiti, very similar to pneumonia, but with unclear etiology. Reports of opportunistic infections and Kaposi's sarcoma have been received at the CDC among Haitians living in the United States. The in vitro immunological findings and the high mortality rate (almost 50%) for these patients are similar to the model recently described in homosexual men and intravenous drug users (Centers for Disease Control and Prevention, 1982).

 In May 1985, the US Food and Drug Administration (FDA) approved the ELISA technique as a method of testing for HIV. A large-scale ELISA test system was used for scientific purposes in May 1985 to detect antibodies to human T-cell lymphotropic retrovirus, human T-type III lymphotropic virus – HTLV-III which underwent acquired immunodeficiency syndrome (AIDS) (Johnson, 1987).

Also in October 1985, actor Rock Hudson lost his life to AIDS after publicly declaring that he was infected with HIV. His death drew attention to an epidemic that killed millions of people around the world (History, 1985).

In 1986, after having had several names, the virus that causes AIDS was definitively called the human immunodeficiency virus HIV (Case, 1986).

It is known that until November 1989, only 13 cases of AIDS had been reported in Romania, but at the beginning of 1990 a number of 1,168 cases were reported to the Ministry of Health, out of which 1,094 in children. Thus, in several reporting weeks our country reached this situation recorded in the history of medicine when it comes to HIV / AIDS infection: over half of the cases of pediatric AIDS on the European level came from Romania.

The year 1990 is marked in Romania by the epidemiological explosion of in-hospital HIV infection, which will bring to light new cases of HIV infection and pediatric AIDS in the coming years. On September 25th1991Romania ratified the WHO Convention on Children's Rights of 1989 and introduces mandatory testing of blood donors in Romania (Popovici, 1991).

1.3 Social implications of HIV-AIDS in Romania

Characteristic of HIV infection is the strong impact of discrimination and stigmatization manifested by society towards those infected with HIV (Sicrea and Andrioni, 2021). At the same time, the likelihood of HIV transmission is an element of stress. Along with social rejection, the loss of friends, the multiple crises caused by the

first hospitalization, the start of treatment, the reactions to treatment, the appearance of other diseases, etc. enhance the reluctance to accept the diagnosis (Andrioni, 2019). Stigma and social exclusion have manifested themselves since the beginning of the HIV-AIDS epidemic. The fact that AIDS was first discovered in gay people and then in injecting drug users further intensified the reaction of repulsion and humiliation from the community. In addition, there are many situations where disguised discrimination is difficult to demonstrate and difficult to recognize. The situations in which discrimination against people living with HIV can be encountered are very varied, from the refusal of invasive surgical treatment, education, employment, access to social services, migration, marriage, to the renting of a dwelling or obtaining bank loans (Association Romanian Anti-AIDS, 2007).

It is very difficult for people living with HIV / AIDS or their families to fight not only against the disease, but especially with society. The fight against the disease is sometimes seen as an acceptance of the situation but also a permanent confrontation at the psychosocial level (Andrioni and Petrică, 2019).

The attitude of health educators is essential for good information so that prejudices towards infected people are reshaped to appropriate behavioral patterns. Thus, the concept of normalization of HIV-positive young people is reached through non-discriminatory participation in social life (Dan and Chirilă 2006: 23-24).

Not infrequently, young people living with HIV / AIDS end up in special classes that do not correspond to their cognitive-educational needs. There is no differentiated teaching in these classes. Approximately 20% of HIV-positive children who attend compulsory education courses are integrated in special schools precisely because of the diagnosis and not because of the cognitive-behavioural abilities (Child Hub, 2006: 17-20).

Among the many sociological theories that provide an appropriate approach to the study of HIV transmission prevention, we mention three relevant theories: the theory of symbolic interactionism, ethnomethodology and phenomenological sociology.

The perspective of symbolic interactionism is especially useful in the study of behavior, because it gives a primary role to the concept of interaction that occurs between members of a social group. Moreover, human beings interpret or define the actions of others, without limiting themselves to simply reacting to them. Their response is not developed directly as a consequence of the actions of others but is based on the significance they give to those actions.

This theory is useful for studying the stigma that exists among people living with HIV. Phenomenological sociology reveals how meanings are created in the consciousness of the individual. In other words, how life experiences influence and are part of the relationships established between two or more actors in everyday life and how these meanings can be revealed to an observer. In the field of HIV research, this theory can be applied to study the social aspects of the virus. For example, the study of the social representations of HIV infection in order to understand the perceptions and meanings of the disease by the general population.

Ethnomethodology can be useful in analyzing the actions and interactions of the individual in everyday life. In relation to HIV, it is very useful to understand the perceptions and meanings related to HIV among the general population.

The HIV infection must be seen as a complex and dynamic social phenomenon that acquires different meanings depending on the social and cultural context of each society. These meanings, representations, perceptions, beliefs, values and life experiences will make sense and guide people's behaviour and actions in relation to HIV-AIDS. Moreover, these different values and meanings influence the preventive practices that people adopt against HIV. It is for these reasons that most of the interventions conducted in this field must take into account the social dimension of HIV (Reinado and Hernández, 2015).

People infected with HIV or AIDS are largely protected by common legislation in society. No one has the right to restrict the freedoms and rights of individuals based on their health condition. In order to benefit from the legal provisions and normative acts that regulate the protection of persons with disabilities, persons infected with HIV must be officially registered after diagnosis by laboratory confirmation (ELISA test) of HIV infection.

According to Order no. 725 of 01.10.2002 regarding the criteria on the basis of which the degree of disability is established, published in the Romania's Official Gazette no. 781 of 28.10.2002, HIV-positive children and adults may be ranked into a degree of disability depending on the clinical-immunological stage. The Romanian medical system before 1990 provided that any treatment or medical intervention should be performed when the person was hospitalized for a period of at least 2 days.

For an HIV-positive person, this "minimum" interval could mean hospitalization for life. People with HIV / AIDS need, in addition to medical and psychological treatment, education and social care.

The day outpatient wards were created out of the desire to respond to the multiple needs of these people. They are based on the concept of day hospitalization, which allows the provision of medical services in a non-residential way, allowing the person affected by HIV-AIDS to spend as much time as possible with the family. The Romanian Angel Appeal Foundation introduced this model of day outpatient wards in 1991 integrating medical, counselling, educational and social services within a single ward, namely the day outpatient wards. The existence of a multidisciplinary team makes the social interventions to be performed by the social worker who provides information and support in communicating the diagnosis to both the direct beneficiary and his family. Provides informational and procedural support in preparing the necessary documentation in order to obtain benefits under social protection laws (e.g. preparation of the file for obtaining a monthly food allowance), disability or retirement depending on the case (Romanian Angel Appeal, 2016).

The Ministry of Labour, Social Solidarity and Family, through the Labour Inspectorate, monitors the observance of the right to work of people infected with HIV or AIDS, while the County Employment Agencies provide free services to people infected with HIV or AIDS, namely information and professional counselling, including job search by disease status (UNOPA, 2020: 8).

In the absence of other alternatives, more and more HIV-positive people choose to turn to social protection by applying for retirement with an pension based on the degree of disability. The right to retirement of persons infected with HIV / AIDS is provided by Law 263/2010 with subsequent amendments by Law 197 of July 16, 2021. Thus in the absence of active social protection measures in the case of persons affected by HIV-AIDS social benefits: indemnities, allowances and disability pensions remain

the only form of support. In the absence of active social inclusion measures, dependence on the social protection system is increasing, taking into account that in Romania on December 31st2020 a number of16,848 people living with HIV / AIDS were included in the statistics of the "Matei Balş"National Institute of Infectious Diseases. Thus, Romania still has a large number of long-term survivors, in the age group of 30 - 34 years, who come from the cohort of 1987-1990 (> 5500) ("Matei Balş" National Institute of Infectious Diseases, 2020).

2. Research methodology. Data analysis and interpretation

The aim of the research is to identify how social protection measures in Romania promote social inclusion and combat discrimination against people affected by HIV-AIDS in the micro-region of Jiu Valley, Hunedoara County. The research hypothesis was the following: "Revealing a positive HIV diagnosis socially generates discrimination and stigma in the absence of legislative measures to promote social inclusion". The data collection method was the questionnaire-based sociological survey. The studied group consisted of 43 subjects identified through informal therapy and support groups through the "snowball" technique.

Table no.1 Distribution of subjects by gender

Subjects / Gender	Male	Female	Total
	39-53	60.47	43=100

Over 60% of the subjects participating in the study are female and under 40% are male respondents. During the study, females were much more open.

Figure no.1: Time elapsed from diagnosis to the present
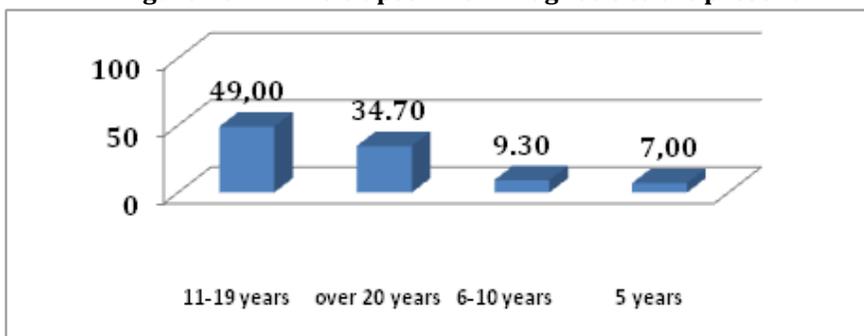
Most respondents stated that they have been infected for a longer period of time, the first diagnosis of HIV infection being detected more than 15 years ago for 49% of subjects at the opposite pole with only 7% being relatively recently diagnosed in the last 5 years. The time elapsed from diagnosis to the present helps us to better outline the main feature of the study group, namely the existence of long-term HIV diagnosis, which shows that most of the subjects participating in the study come from the so-called "generation 89" when they chain infections were produced in several hospitals in Romania. Thus, most respondents went through all the stages of transition in

relation to HIV infection and the development of all programs for the health and social inclusion of HIV-positive people in our country.

Figure no. 2. Effects of breach of confidentiality
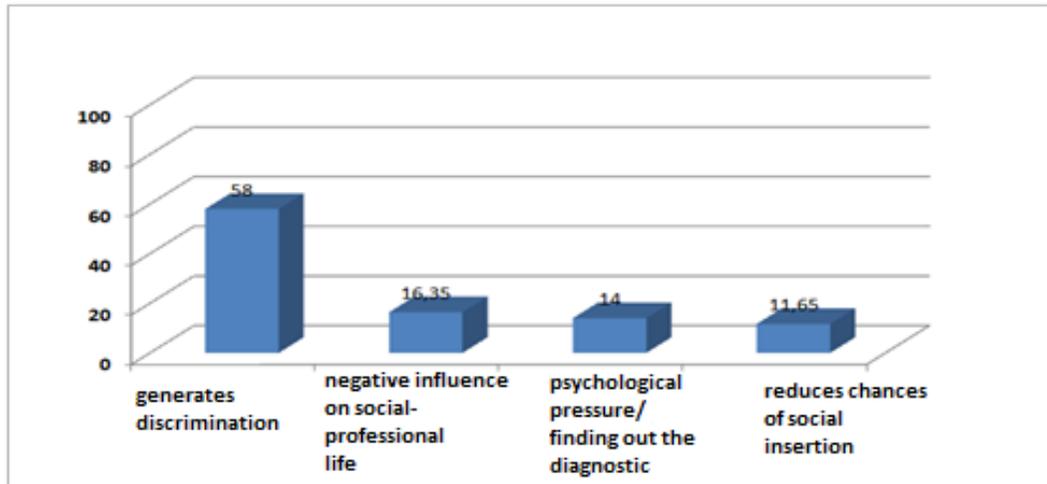
Following the responses obtained, 58% of the subjects believe that breach of confidentiality continues to be the main cause of discrimination. They believe that once confidentiality is violated, the immediate consequence is discrimination on several levels: at school, in the health system, in civil society, etc.

Over 16% of the surveyed individuals believe that once the diagnosis is found by violating confidentiality, the chances of social integration decrease significantly, the society not being ready to accept them. Respondents believe that disclosure of the diagnosis creates a barrier, builds a wall that prevents them from having a normal social life. They say that society is not yet ready to accept HIV-positive people in the true sense of the word.

About 14% say they fear that with the breach of confidentiality the diagnosis may be found, and this creates psychological pressure. The fear of diagnosis leakage on a social level continues to be one of the problems present in people affected by HIV or AIDS. They are often faced with denial of their serological status precisely in order to prevent situations of discrimination. Disclosure of the diagnosis, therefore, continues to be the main fear of people living with HIV / AIDS.

For fear of being exposed, they often send their relatives or next of kins to take their antiretroviral therapy precisely in order to avoid being seen in the HIV-AIDS ward. Most of the time, parents, grandparents or siblings show up to take their antiretroviral medication specific to HIV infection.

Over 11% believe that once privacy is violated, the chances of social integration decrease significantly. The statement of the subjects is that „*people are not ready to accept us as we are, they are still afraid of us*". Among the respondents , 11% were people who stated that once their diagnosis was exposed, they also encountered problems in the neighbourhood where they live, with people shouting "AIDS people, biological bombs" at them.

Figure no. 3. Situations encountered in relation to the HIV-AIDS discrimination
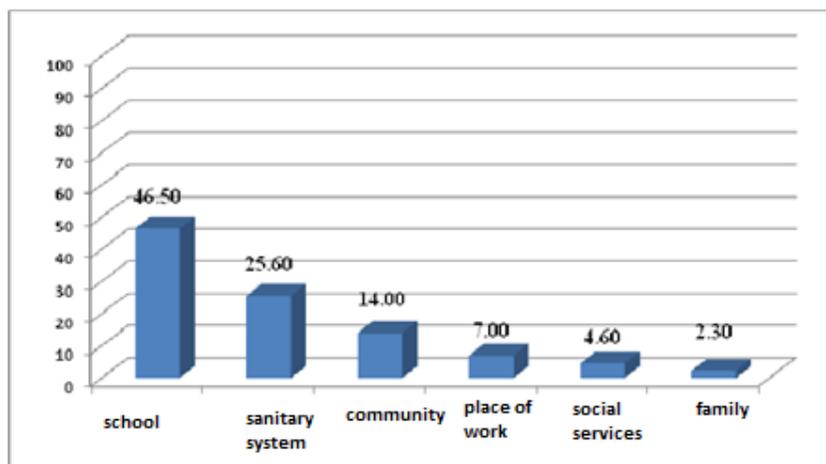
The school continues to be the place where discrimination in relation to HIV infection has manifested itself most severely. Over 46% of the subjects state that the most traumatic events related to discrimination were experienced in school, especially during the first education stage (elementary and middle school) as in the schools of the Jiu Valley there was a real "HIV hysteria" due to the first cases of HIV infection in children officially reported.

For 25% of the subjects the health system is the place where they, as HIV-infected patients, have suffered discriminatory episodes. They stated that several times they were exposed to doctors' refusal to treat them when they found out the diagnosis.

HIV-positive patients believe that the health system is not yet ready to take the blame for the 1985-1992 epidemiological accident.

Although in a smaller percentage, of 14%, the community continues today to be related to HIV discrimination. Respondents say that in 2018, people are not fully able to accept the social reality of HIV infection.

The workplace is also mentioned by 7% of the subjects when it comes to the issue of discrimination against HIV-infected patients. They said they were rejected at various jobs when their serological status was found out.

More than 4% of respondents say they have encountered problems with discrimination and breaches of confidentiality when using social services.

They claimed that instead of being guided and respected for their rights under the law, civil servants in social work services tried to limit them in obtaining social benefits or money benefits, making the procedure for obtaining these rights more difficult. In our country, although HIV infection is classified as eligible for the degree of disability "severe with a companion / personal assistant", some HIV-positive patients do not benefit from these rights being classified in underestimated degrees of handicap, "accented or moderate". This leads to a significant decrease in cash benefits by about 80%.

Figure no. 4. Causes of discrimination in relation to HIV infection
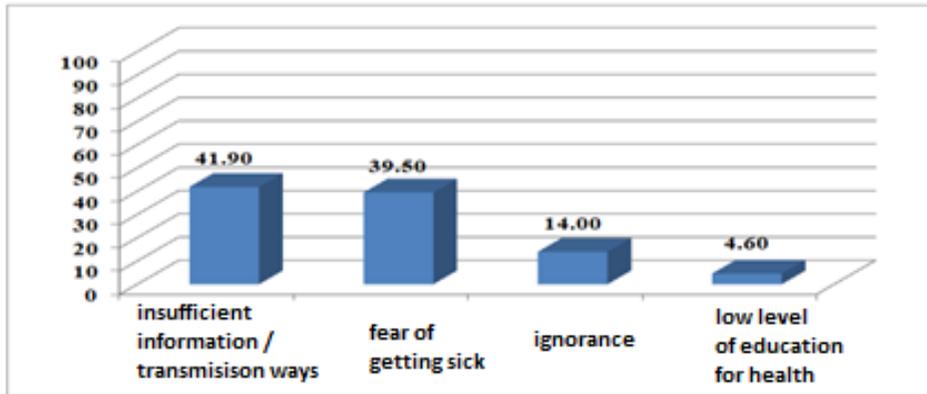
Regarding the causes that lead to discrimination in the first position, reported by almost 42% of the respondents, ranked the insufficient information on the routes of transmission of HIV infection. Despite numerous information campaigns on the channels of transmission and risk behaviours associated with HIV / AIDS, the main cause of discrimination is the lack of these basic notions in society. Thus, approximately 42% of the subjects believe that better documentation of the mechanisms of infection of the disease, routes of transmission and behaviours at elevated risk of disease could contribute to changing the perception among the general population, without it have a behaviour manifested by repulsion and discrimination in relation to HIV-positive people in Romania. The next position in the opinion of the respondents with over 39% of the answers is the fear of illness. The fear of illness in the opinion of the subjects is given by the lack of information or by the promotion of incorrect and incomplete information by adopting myths about the transmission routes. Ignorance is one of the reasons mentioned by 14% of respondents, who believe that society has become ignorant, do not want to be informed but also to accept HIV-positive people. The low level of health education and the lack of concern of the state in this regard since schooling can be a cause of discrimination in the case of HIV / AIDS, over 4% of patients surveyed declaring it. The respondents believe that the low level of health education is reflected at the collective level through offensive behaviour towards people affected by this disease.

Figure no. 5. Medical and social protection measures known to the beneficiaries
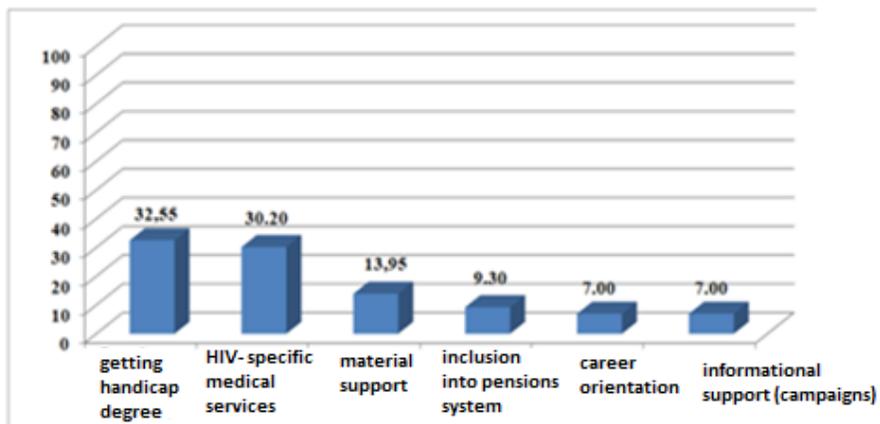
The establishment of the disability degree according to law 448/2006, with a percentage of over 32%, is one of the most well-known social protection measures by the HIV-positive people surveyed. In their opinion, their classification in a degree of disability represents both social and material support by offering cash benefits.

HIV-specific medical services in day care (free therapy, periodic biological and immunological evaluation) represent the answer provided by over 30% of subjects.

The material support offered by the Romanian state is one of the protection measures that was highlighted by almost 14% of the subjects. The latter argue that this financial aid is the safety net for surviving as and if they cannot get a job. Cash benefits are often the only source of income for an HIV-positive person.

Inclusion in the pension system, namely classification in the degree of disability is for 9% of respondents one of the most important social protection measures. This shows that inclusion in the pension system is a possible solution to obtaining additional income to ensure daily living.

It should be mentioned that along with schizophrenia, epilepsy, neoplasms, HIV is one of the categories in which retirement in the degree of disability can be achieved without a contribution period in the public pension system. Thus, more and more HIV-positive patients, due to the impossibility to find employment, choose retirement. Precisely for these reasons, for only 7% of the subjects, career guidance is a welcome measure of inclusion. From the education point of view, the information support generated by campaigns, seminars, thematic trainings for HIV-positive people is an area of interest for approximately 7% of respondents. They consider such activities to be beneficial for personal development.

The access to ARV therapy and the classification in a degree of disability according to Law 448/2006 continue to be by far most HIV patients "well-regarded" protection measures offered by the Romanian state. Following these responses, the subjects were asked to imagine that they are decision-makers in the Romanian parliament and have the power to implement social protection measures for HIV-positive people.

Figure no. 6 Medical and social protection measures proposed by the beneficiaries
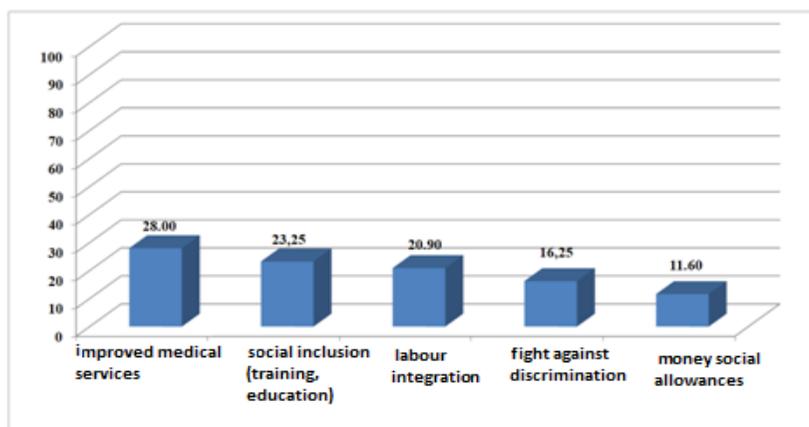
Improving medical services continues to be a priority for HIV-positive patients, with 28% drawing attention upon this issue. Under the generic name of medical services, the respondents motivated their response by the need to ensure uninterrupted treatment with antiretrovirals and to facilitate non-discriminatory access to any branch of medicine. They believe that improving medical services is the first step in leading a life as close to normal as possible. As it is known, the problem of social inclusion is quite common among people affected by this disease. Respondents strongly state the need for changes at the practical level in terms of education, access to differentiated training according to the stage of the disease, access to training and personal development for 23% of respondents. For about 21% of people participating in the study, real labour integration at a practical level continues to be a priority. They consider that facilitating the labour market is the first step towards normality, acceptance and integration. Combating discrimination is the answer given by over 16% of the study's subjects, who believe that even today discrimination continues to be a pressing issue for HIV-positive people. Discrimination in their opinion raises most of the walls, whether we are talking about the workplace, the community, or medical services. Cash benefits in the form of allowances and allowances are the only form of aid applicable to HIV-positive people in the opinion of over 11% of subjects.

Figure no. 7. The social impact of HIV-AIDS information campaigns
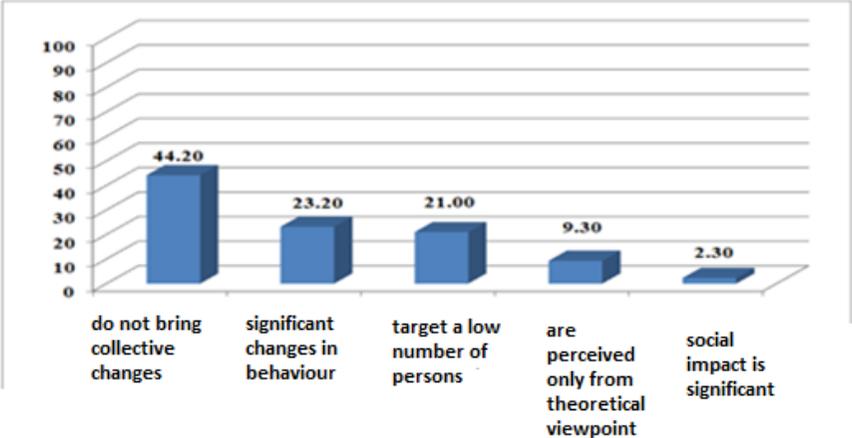
Information and awareness campaigns on HIV/AIDS do not produce significant changes in the collective mentality. For more than 44% of respondents, they are taken seriously only by a limited number of individuals interested in the subject. In the opinion of the respondents, the campaigns are good, but they do not reach a large segment of the population. One of the possible causes may be the lack of health education programs carried out in stages by age segments since primary school. Just over 23% of young people surveyed believe that once implemented, campaigns produce significant changes in collective behaviour. By informing people, they more easily accept HIV-positive people from a social point of view. The latter say that educating the population about the ways of HIV transmission and at the same time dispelling the myths related to this condition are the first steps towards normalization and acceptance. Over 9% of young HIV-positive respondents say that information

sessions are perceived only theoretically by the uninfected population, the latter not applying into practice what they were taught, namely avoiding risky behaviours and accepting HIV-positive individuals as "socially normal".

Only 2% strongly state that NGO efforts to educate the population about HIV infection have a significant social impact leading to acceptance and non-discrimination of HIV-positive people.

3. Conclusions

HIV infection can be successfully managed only when we involve specialists in fields related to medicine (legal, social work, sociology, pedagogy, psychology), because it requires a multidisciplinary approach far beyond medical boundaries. The stigma of the HIV-positive person remains an unresolved issue, discrimination being present both socially and in relation to medical services. One step towards normality is that of health education among the seronegative population to know how to manage relationships with a person affected by HIV-AIDS. Although information campaigns do not produce significant changes among the population at present, they can be used as a tool to educate them in the medium and long run.

Medium- and long-term effective management of HIV infection can be achieved only through measures of socio-medical inclusion of the people affected by this disease by facilitating their access to specific treatment, counselling and guidance, and by promoting social inclusion beyond the cash benefits or disability degree classification.

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THE SOCIAL IMPACT OF BRAIN MIGRATION

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Abstract: This thesis aims to present the social problem related to the migration of doctors from Romania to other countries. In Romania, it began to be noticeable since 2007, when our country joined the European Union. Besides the massive migration of doctors from Romania to western countries, we notice another category made up of graduates in the IT field. Currently, at the level of Romanian society, we can identify more and more graduates who want to emigrate abroad, for work. Thus, Romania is in a continuous loss, from all socio-demographic points of view, and the other countries to which Romanians emigrate enjoy many benefits, such as: increasing the birth rate, lowering the mortality rate, invigorating society with the help of people trained in the fields of activity etc. All these positive aspects occur without investing anything in the training of specialists, they are already theoretically trained in Romania. On the other hand, from an economic point of view, some researchers claim that Romania is also a winner, taking into account the fact that many of their earnings return to the country: migrant workers support their families which were left in Romania (if they decide to stay). This thesis aims to analyse the phenomenon of brain migration from the perspective of health professionals who have left our country, trying to exemplify some of the possible causes, but also some solutions, to reduce the negative effects we feel nationally as a result of the decision to leave the country, in the context in which, we also have a very large number of young immigrants who go annually for work, n addition to doctors, IT specialists, other graduates of higher education etc.

Keywords: Migration; Brain Drain; Immigrants; Emigrants; Demography

1. Migration. Definitions and classifications

The migration of the Romanian population began when the country opened up its borders after the Revolution of 1990. This historical moment marked by the fall of communism in our country led to an individual freedom that was necessary, but also to certain social problems, one of which was the mass migration of the population.

Thus, from 1990 to 2021, according to some unofficial statistics, researchers who analysed the phenomenon of Romanian migration believe that the number of compatriots living abroad is over 3.5 million people. (Otovescu: 2012. p. 441)

The current phenomenon of population ageing and the problem of our country's declining population must be studied, so we need more information provided in order to establish clear social policies to make citizens remain in Romania. This thesis will analyse the migration of doctors from Romania, our purpose being that of identifying possible solutions to stop this phenomenon.

From a sociological point of view, international migration is an extremely complex phenomenon, which takes place on several levels, with global effects:

-     regional - urban-rural;
-     national - from one region to another;
-     international - from one country to another;
-     continental - from one continent to another.

At the same time, migration is a complex phenomenon, which can be analysed from several scientific perspectives, making it very difficult to understand the phenomenon, but also to identify concrete ways to stop it. (Otovescu, 2010. p. 609).

Thus, in sociology we can say about migration that: *"[...] from the very beginning, the genesis, causality, mechanism and effects of spatial mobility of the population were circumscribed. Subsequently, a multitude of conditions and reciprocal links between migration and other social phenomena and processes emerged, revealing that the simple change of residence often hides - beyond the personal motives of each migrant - social impulses and meanings that cannot be approached or understood without constantly referring to the socio-cultural context of mobility."* (Cute: 1978. p. 134)

Specifically, migration can be defined as a mass movement of populations from one territory to another, so that all analyses start from this simple premise. However, depending on its character, migration can have several valences, depending on the factors that determine this action - economic, social, political, natural etc.

The immigrant is defined from a double perspective - positive and negative -, the difference resulting from the type of migration, his actions, but also the social context, among others. A definition provided by certain authors refers to the formalization of the action. If migrants do not have proof and are not registered in the official records of the country to which they migrated, then immigration becomes negative, undesirable. Of course, this does not apply to persons in transit, tourists or other categories excluded from the obligation to declare their arrival in the official records of the country to where they migrated.

In the case of the positive analysis of the term "immigrant", we can define certain behavioural characteristics, such as the desire to settle in another country in the long term and take the necessary steps to obtain legal rights of residence, work frame or other important documents, which attest the purpose for which they immigrated.

However, when we analyse this term in relation to the country he comes from, a Romanian settled in Italy will be defined as an emigrant in Romania (he left their native borders), but they will become an immigrant in Italy (he entered the foreign country's national borders).

Immigrant masses can be defined, from the point of view of the United Nations, as:

- Long-term immigrants (at least one year, they have a residence permit to live in the country);
- Short-term immigrants (under one year, engaged in permanent working activities);
- Short-term emigrants (persons who have previously lived in the country, for one year during which they worked);
- Nomads (persons without a clear residence, who enter a country in order to live in it)

Another category of immigrants that makes it difficult to analyse the magnitude of migration-related events is that of illegal immigrants. They migrate internally and externally without being officially registered either as persons who have left their native national territory, or as immigrants in the reports of the country to which they emigrated.

According to Vasile-Adrian Cămărăşan's writings, migration is a phenomenon that has attracted the attention of analysts and specialists in several fields of study, who have decided to research all aspects of daily life that are influenced by this phenomenon. The author emphasizes that the effects are not negligible, migration leaving its mark on countries, communities and even the mechanisms of state-community relations.

Thus, migration is approached in different ways, some tend to be more restrictive, others tend to be more permissible, from this point of view, migration is a useful tool to research and explain some social dynamics, such as intra-community relations, or inter-societal.

In Romania, according to the definition of the authors Louis Ulrich, Ştefan Stanciugelu, Viorel Mihăilă, Marian Bojincă, the following things must be considered: *"Romanian migration is a widely debated topic both nationally and internationally, still representing one of the basic interests of the Romanian political and public discourses. In the period which immediately followed communism, when the country opened up its borders, the phenomenon of migration has become increasingly accessible for those eager to venture as the protagonist of mobility."* (Alexe; Cazacu; Ulrich et al.: 2006. p. 9)

It's easy to identify the link between mobility and migration, but we must understand that these terms cannot be confused with each other. Mobility is the ability and availability of individuals to move on a geographical scale, referring not only to individuals but also to factors of production or resources available from a geographical and / or individual point of view.

The relationship between migration and mobility involves quantitative and qualitative aspects, this attracting several variables, some of which cannot be controlled. Thus, quantitative aspects mean the mobility of individuals and groups on a geographical scale, and qualitative aspects mean the mobility of legal entities (companies) and capitals - this category also including brain migration.

Another important factor that we must consider in this analysis is the fact that migration has two forms, namely: emigration and immigration, From the perspective of the destination, the migrant is defined as an immigrant, as a person who enters a society new to him, being a bearer of his own characteristics: labour force - more or less qualified - cultural specificities and social status." (Cămărăşan: 2013. p. 26).

Cultural differences between countries make it difficult for immigrants to adapt when they have to take on the new social demands imposed by the country. From this point of view, a person migrating to another country may never be fully integrated, cultural differences being a problem for the person in transition, most often being solved by the second generation., which is born and raised in accordance with the social requirements of the state.

A person fully integrated in society is a person who was born, raised and lived according to social norms and cultural values which leave marked their first stage of personal development, these values and norms being preserved throughout their whole life. Thus, the first generation of immigrants will adapt to social and cultural norms, but only their children will be fully accepted in that society - sometimes, depending on how strong the family's cultural roots are, not even the second generation will be able to be fully integrated, as the differences may be too great.

2. Brain migration

Brain migration, as a concept, is defined by the authors Dodani and LaPorte as *"[...] the migration of health personnel in search of better standards of living and quality of life, higher salaries, access to advanced technology and more stable political conditions in different places worldwide."* (Dodani; LaPorte: 2005)

Nationally, the phenomenon spread out since 2007, a moment celebrated nationally for joining the European Union. For this reason, it became easier for citizens to leave the country for work, thus seeking a better life that is offered by Western countries. By analysing these actions as beneficial or not, we will identify divided opinions, differing from the point of view of the respondent - in terms of the migrant, this decision is beneficial to him, but not beneficial for our country, from an economic, social and demographic point of view.

The main reason why Romanian society suffers from this phenomenon is that the elite we trained in Romanian universities and high schools do not remain in their country, which is why society will face a shortage of people trained in certain fields, such as medicine, given that Romania has invested financial and human resources in their training, without being able to enjoy any social gain.

Thus, returning to the dilemma of the cost-benefit analysis regarding the way in which the native country is affected by the migration phenomenon, in relation to the state to which they migrated, we can say that Romania's population decreased, according to World meters, from 23,489,160 million inhabitants in 1990, to 19,237,691 inhabitants, in 2020. However, specialists estimate that 16 million inhabitants live in Romania. Also, the rural environment, from a demographic point of view, is in a continuous demographic decline, so that over 100 settlements disappeared in just a few decades (almost all of them are from the rural areas). (Crăițoiu: 2019)

Next, we will present the results of the research elaborated in 2010 on this topic, research conducted by Louis Ulrich, Ştefan Stanciugelu, Viorel Mihăilă and Marian Bojincă.

"The research we present in the work "Al patrulea Val". Brain Migration on the Romania-West route started from a methodology focused on tools for collecting qualitative information - over 30 interviews that followed the opinions of the elite of Romanian experts in the field of migration. " (Alexe; Cazacu; Ulrich et al.: 2006. p. 9)

According to the results of the research of the above-mentioned experts, we can say that the trend of brain migration in Romania is directed towards well-developed countries, such as: United States, Great Britain and Germany - these countries occupying the first three places on the list of Romanian doctors that are in search of a country in which they can emigrate and start working in the field they studied for years. Approximately 2000 doctors leave the country annually, out of a total of approximately 50,000 doctors who studied and trained in Romania (2010).

Western countries are aware of the benefits they have when hiring young people from less developed countries. The people chosen for employment excel in the fields they study, because the selection process is quite rigorous, and the payment of immigrants is generally lower. At the same time, in the case of inventions or patents developed by foreign doctors in another country, the beneficiary is the country in which they emigrated, but not the native one.

"The more the Romanian public institutions are organized and function as a unitary and coherent system, the more efficiently the immigration phenomenon in

Romania is managed. [...] The phenomenon of Romanian emigration, especially labour migration, in conditions of progressive liberalization of the field by lifting restrictions and the emergence of multiple possibilities of information on the place and type of work for which Romanians wanted to go abroad, along with experiences attesting the ease of movement by minibuses and public, private, regular or occasional forms of transport, to which are added the major difficulties of controlling labour migration with the accession to the European Union, made us abandon institutionalist perspectives and we place ourselves in a rather liberal-non-state perspective in formulating research hypotheses. " (Alexe; Cazacu; Ulrich et al.: 2006. p17)

Romania understood how harmful these migratory masses of experts are, so low taxation policies for the IT field have already been implemented to stimulate the market absorption of graduates, and more and more steps have been taken for doctors, such as increasing their salaries and providing certain benefits to motivate young people to stay in the country after graduation.

The effects of medical migration can best be felt on the African continent, where enough young people graduate from higher medical education each year to meet national needs, but the countries of this continent still suffer from a significant shortage of doctors.

"Africa is an exemplary model for the worst thing that can happen to a society in which the migration of health personnel affects the survival resource of a national community - In this case regional-continental. There are countries that lose the medical resource formed during a year for the most part - Migration to countries with a higher salary being - in fact - the purpose for which students prepare in their medical careers. For example, in 2015, Africa will need 800,000 health workers, as their numbers continue to decline, with the current proportion of the community's survival resource being 2 doctors and 26 nurses per 100,000 inhabitants, as is the case in Malawi." (Alexe; Cazacu; Ulrich et al.: 2006. p33)

In mass media, in 2018, Romania was presented in a European context, similar to that encountered in Africa: *"Romania occupies the penultimate place in the European Union in terms of doctors per capita, the last place being occupied by the Poles. Eurostat data show that in Romania, there are 276 doctors per hundred thousand inhabitants, while Greece has more than twice as many doctors as our country. The second place in this chapter is occupied by Austria, followed by Portugal. Bulgaria ranks 7th in the top of the countries with the most doctors per capita. The situation is not much different from 7 years ago, when Romania occupied the penultimate place. Poland also took last place, while Greece, Austria and Portugal also took the first place at EU level. "*(Digest 24)

3. Statistical data: Evolution and analysis

Nationally, in 2016, The College of Physicians from Bucharest conducted a sociological study to identify the main causes leading to migration to other countries.

On average, between 2010-2020, approximately 3000 medical staff starts their careers in the Romanian medical system, but 3,500 leave it for various reasons - migration being one of them. Thus, every year, in Romania the deficit in the system increases by 500 medical staff (on average).

The study of about 700 medical students and residents revealed some information about the intentions and motivation of young experts - 52.8% of

respondents considered that they are considering the possibility of emigration, and 29.5% certainly want to emigrate. (CMDMB: 2016)

Thus, over 80% of future graduates and residents intend to leave the country after completing their studies / training. Given this high rate, we can talk about a real national exodus of doctors, and what seemed to be, at first, a possible social problem, has acquired indescribable valences and became a real scourge.

Most respondents indicated that the main demotivating factor is the low salary for the medical staff in Romania, represented by approximately 24% of the total registered responses. The second reason was related to the lack of environmental conditions in the medical units (23%), followed by the lack of support for research activities (15%).

Other reasons given by the respondents are:
- Lack of family support (14.4%);
- Poor social conditions (13.9%);
- The necessity of professional affirmation (11.9%);
- Long hours (8.2%) etc. (CMDMB: 2016)

Another factor that could lead to considering emigrating after graduation is that an impressive percentage of over 90% of respondents receive financial support from their families, only 4% of respondents considering themselves as financially independent.

When asked what could determine them to stay in the country after graduation, most respondents indicated that they would like a higher salary and better equipped hospitals. This motivation may seem superficial, but as indicated in the report provided by the College of Physicians of Bucharest, the duration of studies that a doctor must pursue is very long - 6 years of theoretical training and 4 years of practical training. Thus, doctors are, practically, at the beginning of their professional career when the majority of the Romanian population is starting a family (25-30 years old). The long work hours and the need for continuous training and improvement cause them to greatly delay the age at which to start a family, and when even the financial earnings do not seem to be enough to counteract the negative effects of this personal sacrifice, demotivation and national affiliation seems to be fading.

Perhaps the most important study conducted on this issue is that of the Organization for Economic Co-operation and Development (OECD), which shows, with concern, that by 2020 Romania would become one of the countries providing the largest number of trained doctors who emigrate for work (over 30% of graduates and doctors). (OECD: 2020)

The data revealed by the College of Physicians of Bucharest seem to describe the real national situation, which can lead to the processing of social policies at national level to eradicate this scourge.

More and more frequently, in the national press, we find articles signalling the massive departures of doctors abroad, and national policies seem to have minimal effects on the scale of the phenomenon.

5. Conclusions

In conclusion, we can say that the migration of doctors is a real social problem in Romania, reaching a level that affects our lives. Society will end up facing more and more scenarios such as those we encounter in African countries, where the shortage of

doctors is worsening, and professional pressure on specialists is causing a vortex of shortcomings in the medical system. From a statistical point of view, Romania has exceeded the rates of any other state in terms of medical migration, so we need to stop this phenomenon immediately, minimizing long-term costs to address a problem that can still be solved without massive financial losses.

National studies are not enough, and the elimination of institutional causes in the public medical field seems to be left on a secondary level, sometimes even ignored. The increase in doctors 'salaries has been beneficial, and the effects of these measures have been somewhat effective, but, nevertheless, doctors' problems are also related to other situations, such as the need to work in properly equipped medical units or to receive support while studying, for them to gain a financial independence as soon as possible.

Another proposal, this time of a qualitative nature, is to find out the level of academic training of medical staff when they leave the country. It would be of interest for the Romanian state to identify whether the medical elites choose to stay or to emigrate, here taking into account the performance of emigrants, the graduation average, the scientific contributions of recent years etc.

Thus, a legislative project could be generated according to which the elites should be paid extra for their scientific approaches, the need to promote research being one of the demotivating factors identified by doctors in the sociological studies presented. Promoting excellence also promotes positive internal competition, and in this context, considering the long time we must devote to scientific research, especially in the medical field. We may have some remarkable results in relation to the absorption and maintenance of medical graduates in Romania.

From another point of view, we could also say that this migration of doctors brings certain benefits to Romania, whose label has always been a denotative one. A new image is promoted for our country internationally with the help of young graduates, who bring professional recognition and merit to theoretical training in the national medical field.

We can take as an example the experiment of Asch, who offered his subjects a list of features of fictional people. In this experiment, some subjects received lists that began with the positive traits of the subjects, and other participants received lists that began with negative traits.

Asch proposed to the subjects to make a free description of the person in question, the results of this research showing that people who received the positive lists chose to characterize the person in a similar way.

At the same time, those who received the list of negative traits at the beginning, described the same person in a less positive way.

"In Asch's opinion, this result shows that features in isolated (separate) appearances become "solidary" with each other. The significance of a feature depends on the feature network from which it is inserted" (Drozda-Senkowska: 2000. p. 111)

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THE ACCOUNTING REFERENCE SYSTEM OF PROPERTY, PLANT AND EQUIPMENT AND ITS IMPLICATIONS ON THE ROLE OF ACCOUNTING IN SATISFYING THE PUBLIC INTEREST AND ASSUMING SOCIAL RESPONSIBILITY

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Abstract: *The expansion of the globalization phenomenon, the circulation of capitals and the information needs of investors have led to the emergence of what is intended to be a common accounting language, embodied in the system of International Financial Reporting Standards. However, the process of ensuring accounting convergence in financial reporting is not coming to an end, as the conceptual and methodological differences promoted by the various existing accounting standards can still be identified. In this context, in our study, we proposed to make a comparative analysis of the specific issues of property, plant and equipment having a comparison base in the accounting treatments promoted by the international reference system, on the one hand, and the accounting rules discussed by the rules governing accounting issues in Romania, on the other hand. This analysis will be carried out both from a technical perspective, which concerns the actual accounting treatments specific to property, plant and equipment, and in terms of the role that accounting has in serving the public interest and assuming social responsibility*.

Keywords: accounting; public interest,; social responsibility,; IFRS; accounting treatments.

1. Introduction

The existence of conceptual and methodological differences between the treatments promoted by the various national accounting systems, in the context of the internationalization of economies and financial markets, necessitated the design of an international system of accounting and financial reporting standards, the application of which would achieve the overall goal of comparability of information in time and space for those interested in the financial communication process, especially from the perspective of the interests generated by the intention to invest in the capital of various economic entities.

Known as International Financial Reporting Standards (IFRS), the international reference system has also left its mark on other national accounting systems as a result of a more complex process aimed at ensuring convergence in financial communication, so that several countries have transformed this set of standards in national accounting standards, and others have taken over in their own regulations a series of IFRS-inspired accounting treatments.

In the case of the accounting norms applicable in Romania, this tendency to take over specific IFRS reasoning can be noticed, so that, over time, the rules promoted by the national accounting system have undergone several changes, a significant part having as inspiration the international reference system.

As only certain entities in Romania are opposed to accounting regulations compliant with International Financial Reporting Standards, while others apply the rules based on the provisions of European directives on accounting, we consider it

important to analyse and identify both those accounting treatments that are common to the two approaches, as well as the elements that still differentiate the rules promoted by the two accounting standards.

This analysis is all the more important if we take into account the social role that accounting plays, given that it has, among other things, the task of serving the public interest.

Assuming a social responsibility towards the public interest is one of the major objectives of modern accounting, if we consider that this science contributes significantly to the development of human society by creating the necessary premises for the sustainable development of economic entities.

In this context, we must point out that the existence of a regulatory process in the field of accounting and moreover, the existence of accounting reference systems that still generate different approaches, may call into question the achievement in optimal conditions of the stated objective of serving the public interest.

Considering that there are several categories of beneficiaries of accounting products, each category having specific information interests, which makes the existence of several accounting references and implicitly different accounting rules from one reference system to another to be constituted in a factor that can generate subjectivism and can disrupt the process of satisfying the public interest.

This subjectivism, also noticed by other authors (Collette C., Richard J., 2000), refers to the fact that the information produced by accounting for the representation of reality, through its specific language, is intended for various categories of stakeholders, often antagonistic, given that "the fundamental objectives and treatments of the information system, from a given era and country, are determined by the economic stakeholder who holds power, in that country, at that time" (Minu M., 2002).

In general, the development of accounting rules, the use of specific principles, rules and treatments, aims to give objectivity to the financial communication process, but the existence of several accounting references, which still do not ensure full convergence, generates relativity and subjectivism in terms of the objectives assumed by accounting.

2. The objectives of the study

A representative category for any economic entity, from the point of view of the complexity of the accounting treatments, is that of the property, plant and equipment held. The dynamics of the accounting regulations applied in Romania highlights a certain evolution of the rules specific to this category of assets, as a result of the updating of the relevant European directives and, implicitly, of the accounting regulations applied by the Romanian economic entities.

The study captures, under the generic name of property, plant and equipment, the entire range of property, plant and equipment that refer to both the tangible fixed assets themselves and other categories assimilated to them represented by real estate investments and fixed assets held for sale.

The objectives of this study are to highlight, in a comparative analysis, the common elements, on the one hand, and the particular treatments, on the other hand, that can be associated with the category of assets in question, the purpose of this analysis being to support the idea that the international accounting system is

increasingly influencing the accounting rules applied at national level by economic entities.

At the same time, based on the results that emerge from the comparative analysis, we will conclude on the extent to which the existence of conceptual differences between the two accounting reference systems affects the objective of satisfying the public interest, which is accounting as a social science.

3. The research method

In order to achieve the objectives that we have set, the research method used will target several specific procedures between which the observation, analysis and comparison will have a significant weight.

In the first phase of the research, we paid attention to the detailed analysis of the normative framework that regulates the issue of property, plant and equipment at national and international level.

Subsequently, in order to be able to formulate the personal points of view, as well as the conclusions related to the study, the research undertaken focused on performing a comparative analysis between the targeted reference systems, with the intention of identifying, on the one hand, the common elements and, on the other hand, the aspects that differentiate the two approaches, as well as the impact they may have on the objective of satisfying the public interest.

4. Results and discussions
4.1. Defining tangible and assimilated assets

Regarding the property, plant and equipment it is noted that both the national regulations and IAS 16 "Property, plant and equipment" define them, from an accounting point of view, as assets that:

a. are owned by an entity for use in the production of goods or the provision of services (production or supply of goods or services – OMFP 1802/2014), to be leased to third parties or to be used for administrative purposes;

b. are expected to be used over several periods (they are used over a period of more than one year – OMFP 1802/2014).

In this case, the Romanian tax legislation must also be taken into account, which uses the concept of "fixed assets", which does not coincide with that of "property, plant and equipment" within the meaning of IAS, the difference being generated by the additional condition that the value of fixed assets be higher than the minimum limit imposed by normative acts. Therefore, from an accounting point of view, according to national regulations, not all items that meet the definition given by IAS 16 are considered property, plant and equipment (see certain items considered inventories, more precisely materials of the nature of inventory items, as they do not meet the condition of value).

A distinct category of fixed assets that only international standards bring into question concerns **fixed assets held for sale**. Analysed in the context of national regulations, it should be noted that they do not use the concept of fixed assets held for sale in the manner in which international standards do.

If we refer to the accounting treatments considered in the context of national regulations, with reference to this category of balance sheet elements, we note that in the case of assets for which the waiver/disposal decision has been taken, their separate disclosure is not required in relation to other tangible or intangible assets and, as a rule, the sale operations involve, from a methodological point of view, the recording of the realized income, while the discharge of the inventory or the derecognition of the sold asset is based on the highlighting of the accumulated depreciation, respectively of the expenses related to unamortized value.

- sale of tangible or intangible assets:

Debit   "Receivables"

Credit   "Revenue from the sale of assets and other capital operations"

- removing the asset as a result of the sale:

Debit   "Depreciation of fixed assets"

Debit   "Expenses on waived assets and other capital operations"

Credit   "Property, plant and equipment accounts"

Resorting to the international accounting reference system, we note that the issue of fixed assets held for sale is addressed by **IFRS 5 "Non-current Assets Held for Sale and Discontinued Operations"**. The subject approached by this standard starts from the idea according to which the fixed assets held by the entity, which no longer intends to use on a continuous basis for its own needs of the operating activity, having the intention to sell them, must be presented separately in the financial situations to enable users of the information provided in these summary documents to analyse the financial implications of these decisions and to decide, in turn, in full knowledge of the facts.

According to the above standard, fixed assets held for sale are defined as those assets whose carrying amount will be recovered primarily through a sale transaction and not through their continued use, and entities must classify them as such, presenting them in the financial statements separately from the assets intended for operation on a continuous basis.

The third category of assets that is the subject of our study refers to **investment property**, and according to IAS 40 "Investment Property" they are considered those real estate properties, of the nature of land or buildings, owned by the owner or lessee (based on a financial lease), for the purpose of renting, for the increase of the value of the capital or both than for use in the current activity or for sale during the normal development of the activity.

We note, therefore, that this standard distinguishes between the notion of investment property and that of real estate. This distinction is determined, on the one hand, by the purpose for which the asset in question is held, and on the other hand by the fact that an investment property generates cash flows that are largely independent of other assets held by the entity while the production or supply of goods or services (the use of property for administrative purposes) generates cash flows that can be attributed not only to the real estate, but also to other assets used in the production process.

It follows that real estate, as defined by IAS 40, is property, plant and equipment (land or buildings) held for use in the production or supply of goods or services, or for administrative purposes.

The national accounting regulations (OMPF no. 1802/2014) similarly define property investments and require their distinct presentation, but include them in the category of property, plant and equipment. Therefore, real estate investments, within the meaning of national regulations, are subject to accounting rules specific to property, plant and equipment. Under these conditions, entities that apply OMPF 1802/2014 cannot opt for the fair value evaluation model, as promoted by IAS 40.

4.2. Recognition and derecognition of tangible and assimilated assets

Particular attention is paid to the process of recognizing assets in the financial statements according to the criteria required for this purpose.

In principle, both accounting reference systems provide the fact that assets are recognized if it is possible to generate future economic benefits for the entity and their cost can be measured credibly/reliably.

Recognition of property, plant and equipment in accordance with IAS 16, is conditional on the estimation, with sufficient certainty, of future economic benefits from its use, lease or owning, but also on the credible determination of its value/cost. This estimate is usually based on the fact that the entity will benefit from the advantages associated with the asset, but will also take the implicit risks. The same rules of principle are met in the case of accounting regulations in Romania.

Both accounting reference systems stipulate that an item of property, plant and equipment must be derecognised upon disposal or cassation, or when no future economic benefits are expected from its use or disposal.

Regarding **fixed assets held-for- sale**, in order to recognize them it is necessary to pursue the fulfilment of certain conditions:

1. to be prepared for immediate sale in its present state, and its sale must be *very probable*.

2. in order for the sale to be characterized as highly probable, the entity's management must take a number of actions, including:
  - the elaboration of a plan for the sale of the asset (or of the group destined for the disposal);

  - carrying out an active search programme for a buyer in order to complete the sales plan;

  - promoting the sale of the asset, at a price reasonably correlated with the current fair value of the asset;

  - the existence of expectations that the transfer of the asset will take place within one year from the classification of the asset as available for sale;

  - it is unlikely that the original plan will change significantly or take into account the intention to cancel the sale.

Sometimes there is a possibility that the sale of the asset will not take place within one year from the date of its classification as held-for-sale. In such situations,

IFRS 5 allows that asset to continue to be classified as available for sale only *if the delay is caused by events and circumstances beyond the entity's control and if there is sufficient evidence that the entity remains committed to its plan to sell the asset*.

When the sale is expected to take place after more than one year, the entity shall measure the sale costs at present value.

For **fixed assets that cease to be classified as held-for-sale** or cease to be part of a group of assets classified as held for sale, the evaluation is made at the lower value of:

- the carrying amount before the asset or group of assets was classified as held-for-sale, adjusted by any depreciation or revaluation that would have been recognized if the asset or group of assets had not been classified as held-for-sale; and

- the recoverable amount of the asset on the date on which it was decided that it will not be disposed anymore.

The recognition of property investments as assets is achieved when the general criteria aimed at:

1. the probability of generating future economic benefits related to the investment to the entity; and

2. credible evaluation of the cost of the real estate investment.

The recognition of the costs related to the property investments is made when the initial costs related to the acquisition appear and include, as well as those that appeared later on the occasion of the addition, replacement or maintenance of a part of the real estate property. In the same context, we also mention the fact that the entity cannot recognize in the carrying amount of a property investment the costs of its daily maintenance.

On the other hand, IAS 40 requires the recognition in the carrying amount of a property investment of the cost of replacing part of it when the costs are incurred, provided that the general recognition criteria for future economic benefits and reliable cost measurement are met. In this case, it is necessary to derecognize the replaced part.

The derecognition of the property investments must be made from the moment of the disposal or when the respective investment is definitively withdrawn from use and no future economic benefits are expected to appear from its disposal.

It should be noted that in the context of IAS 40 the disposal of an investment property may be made by sale or by contracting a finance lease.

The gains or losses arising from the cassation or disposal of property investments will be determined as the difference between the net influx from the disposal and the carrying amount of the asset and they will be recognized in the income statement during cassation or disposal.

4.3. Evaluation of tangible and assimilated assets

In general, the rules on **the initial evaluation of tangible goods** provided by national regulations correspond to the provisions of international regulations.

Thus, an item of property, plant and equipment that qualifies for recognition as an asset must be measured initially at its cost, which may be the cost of acquisition or the cost of production, as the case may be.

a. The acquisition cost of an asset consists of its purchase price, plus customs duties, non-recoverable taxes and all directly attributable expenses incurred to bring the asset into its intended state of use. The purchase price is reduced by commercial discounts.

In the category of costs directly attributable to property, plant and equipment, we can mention: the cost of arranging the site, initial delivery and handling costs, installation costs, professional fees, etc.

Regarding the acquisition cost, we mention as a peculiarity the fact that both IAS 16 "Property, plant and equipment" and OMPF no. 1802/2014 requires the inclusion in its structure of the initial estimate of the costs of dismantling and moving the asset and restoring the location where it is located, which give rise to an obligation for the entity either to acquire or use the asset in a certain period for purposes other than the production of stocks during that period.

b. The cost of production includes the cost of purchasing raw materials and consumables, production costs directly attributable to the good (energy consumed for technological purposes, direct labour and other direct production costs), as well as the share of indirect production costs rationally allocated as related to manufacturing.

Most property, plant and equipment generate **expenses subsequent to the initial recognition**. In this case, there is the problem of increasing the cost of the respective assets with the value of the expenses incurred or their recognition as expenses of the period.

Both national regulations and international standards address this issue in a similar way.

Thus, as a rule of principle, subsequent expenses incurred with an intangible or tangible asset, after its purchase or completion, are either recorded in the expense accounts when incurred or increase the cost of the asset when they are likely to allow the asset to generate future economic benefits over the initially planned performance and if they can be measured reliably.

However, national regulations state that the subsequent costs incurred after the initial recognition of an intangible asset are rarely recognized in the value of the asset, requesting the evaluation by professional reasoning of the probability of producing future economic benefits based on rational and easy to sustain calculations.

In the case of property, plant and equipment, the cost of the overhauls and current inspections carried out, for the purpose of their continuous use, must be recognized as an expense in the period in which they are carried out.

For regular inspections or overhauls performed to detect defects, their cost may be recognized as an expense or in the carrying amount of the asset as a replacement if the recognition criteria are met. When the cost of the inspection is recognized as a component of the asset (situation specific to fixed assets whose inspection and overhaul costs are significant: aircraft, sea and river vessels, complex equipment, etc.), the value of the component is depreciated over the period between two inspections. The additional benefits can be seen directly in terms of increased revenue, or indirectly by reducing maintenance and operating costs.

A particularity that IAS 16 highlights regarding the issue related to subsequent costs is the accounting treatment of operations to replace components of property, plant and equipment. These are both replacements that need to be made at certain regular intervals and non-recurring replacements. Thus, IAS 16 and OMPF 1802/2014 require entities to recognize in the carrying amount of property, plant and equipment (to capitalize) the cost of the replaced part when this cost is borne by the entity, provided that the recognition criteria regarding the probability of generating future economic benefits and reliable assessment of the cost of replacement are met.

Regarding **the evaluation after the initial recognition**, elements of similarity can generally be identified between the accounting treatments provided by the two reference systems.

The national regulations specify that property, plant and equipment must be presented in the balance sheet at the carrying amount represented by the acquisition cost, production cost or other value that replaces the cost, less the accumulated depreciation up to that date, as well as the accumulated depreciation adjustments. In addition, the same regulations state that entities may revalue property, plant and equipment existing at the end of the financial year so that they are presented in fair value in accounting, reflecting the results of this revaluation in the financial statements.

IAS 16 stipulates that, with respect to the evaluation performed after recognition (at the balance sheet date), an entity may choose as an accounting policy either the cost-based model or the revaluation model.

In this context, we recall that on the one hand the **cost model**, considered a reference model or basic treatment, states that "*After recognition as an asset, an item of property, plant and equipment shall be carried at its cost less any accumulated depreciation and any accumulated impairment losses.*", while **the revaluation model**, considered as an alternative treatment to the reference model, stipulates that "*After recognition as an asset, an item of property, plant and equipment whose fair value can be measured reliably shall be carried at a revalued amount, being its fair value at the date of the revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses*" (IAS 16, paragraphs 30-31).

The professional judgment must be manifested essentially in the issue of revaluation, in the sense that professional accountants must determine the frequency of revaluation, depending on the significant evolution of fair value, and the treatment of accumulated depreciation at the date of revaluation, as revaluations must be performed regularly so that the carrying amount does not differ substantially from that which would have been determined using fair value at the balance sheet date.

Regarding the revaluation operation of property, plant and equipment, it is mentioned that according to both accounting reference systems, the accumulated depreciation at the revaluation date can be solved differently, depending on the technique chosen by the professional accountant, the nature of the tangible asset and the objectives pursued:

a. is recalculated in proportion to the change in the gross carrying amount of the asset, so that its carrying amount, after revaluation, is equal to its revalued value (index method).

b. is deducted from the gross carrying amount of the asset and the net amount is recalculated to the revalued amount of the asset (especially for buildings).

The accounting settlement of the results of the application of the revaluation model brings into question the following possible variants:

1. A negative revaluation difference shall be recognized as an expense if no revaluation surplus has been recognized on account of equity (revaluation reserves):

Debit   "Expenses"
Credit   "Property, plant and equipment"

2. A negative revaluation difference found after an increase in revaluation in equity was previously registered is recognized by a decrease in the revaluation surplus, and any uncovered difference is recognized as an expense:

Debit   "Revaluation reserves"
Credit   "Property,   plant, equipment"
     Or
Debit   "Revaluation reserves"
Debit   "Expenses"
Credit   "Property,   plant, equipment"

3. A positive difference in revaluation is recognized in equity, if there has previously been no impairment expense:

Debit   "Property,   plant   and equipment"
Credit   "Revaluation reserves"

4. A positive revaluation difference found after a revaluation loss has previously been recognized on expenses is recognized as income that offsets (cancels) the expense, and any uncovered difference affects equity:

Debit   "Property, plant, equipment"
Credit   "Income"
     Or
Debit   "Property, plant, equipment"
Credit   "Income"
Credit   "Revaluation reserves"

The revaluation surplus included in the revaluation reserve is capitalized by direct transfer to retained earnings, when that surplus represents a realized gain. IAS 16 does not specify whether revaluation reserves are distributable or not, whereas national regulations state that no part of the revaluation reserve may be distributed, directly or indirectly, unless it is an actual gain.

Fixed assets classified as held-for-sale must be valued at the lower between the carrying amount and fair value minus costs of sale and are not depreciated.

IFRS 5 does not explicitly require an impairment test to be performed, but the fact that, for the evaluation, the net fair value is determined allows the determination of possible impairments.

Therefore, the mentioned standard requires the recognition of an impairment loss for any initial or subsequent reduction in the value of the asset (or group) to the level of fair value less costs to sell. When there is a subsequent increase in fair value less costs to sell, related to the asset, it is necessary to recognize a gain that must not exceed the cumulative impairment loss that was previously recognized.

In the case of property investments, the initial evaluation (at recognition) is made at cost, which also includes transaction costs. The cost structure at which a real estate investment is initially recognized is determined by the way in which it is acquired.

For purchased property investments, their cost includes, in addition to the purchase price, the expenses directly attributable to them, including professional fees for the provision of legal services, fees for the transfer of ownership or other transaction costs.

The cost of a property investment made on its own is represented by the cost from the date on which the construction or improvement was completed. Until the completion of the construction, the entity applies the provisions of IAS 16. When the self-constructed construction is completed and the registration will be made at fair value, the difference between the fair value of the real estate at that date and its previous carrying amount must be recognized in the global income statement.

With respect to **evaluation after recognition (subsequent)**, IAS 40 recommends that entities choose between two models of valuation of real estate investments:

a. the fair value model;

b. the cost-based model.

The fair value model differs from the revaluation model that is allowed for certain non-financial assets. According to the revaluation model, increases in carrying amount are recognized directly in equity as revaluation reserves, while according to the fair value model, all changes in fair value are recognized in the statement of comprehensive income, on income or expense, as appropriate. The fair value of real estate investments will reflect market conditions at the balance sheet date and will not include estimated selling expenses, this to highlight the fact that real estate investments are not held for sale. The fair value model, once chosen, will be applied to that asset until it is derecognised or is no longer classified as a real estate investment.

The cost-based model assumes that, after initial recognition, the entity measures all real estate investments in accordance with the requirements of IAS 16.

As the accounting regulations promoted by OMPF 1802/2014 include property investments in the category of property, plant and equipment, we specify that they are subject to all evaluation rules applicable to property, plant and equipment, in general, for which, unlike IAS 40, we note that the previous evaluation is done in a different way, in accordance with the principles we mentioned earlier for property, plant and equipment, without taking into account the fair value model as promoted by IAS 40.

4.4. The depreciation of tangible and assimilated assets

The issue of depreciation of property, plant and equipment, in general, highlights a number of conceptual differences between the two accounting standards, the comparative analysis of which is based on the following criteria:

- according to IAS 16, depreciation is defined as "*the systematic allocation of the depreciable amount of an asset over its entire useful life*", while OMPF 1802/2014 defines it as the "*systematic allocation of the depreciable amount of an asset over its entire economic use duration*";

- in the case of the application of IFRS, professional judgment has a very important role to play in the application of depreciation accounting policies, while national regulations are more rigid, professional reasoning not having the same meaning as in the case of international standards;

- in the context of the international accounting systems, the issue of depreciation of property, plant and equipment is not influenced by elements of a fiscal nature, while national regulations call into question the difference between accounting and tax depreciation;

- according to IAS 16, depreciation periods are estimated by applying professional judgment and reviewed periodically, and in the context of national regulations, from an accounting point of view they are estimated and from a fiscal point of view they are established centrally by normative acts, the possibility of overhaul being relatively limited and only from an accounting point of view;

- the depreciable value is represented by the cost of the asset, less the residual value, according to IAS 16, while according to national regulations, from an accounting point of view the depreciable value is the input value of fixed assets, and from a fiscal point of view is the tax value of the depreciable fixed assets;

- national regulations do not use the concept of residual value, whereas, according to IAS 16, this is an element estimated by applying professional judgment and taken into account when determining depreciable value;

- IAS 16 requires depreciation to be calculated from the date on which the asset is available for use, whereas according to OMPF 1802/2014 it is determined from the month following the commissioning;

- international norms do not require certain methods of calculating depreciation, the entity being able to determine what type of method to apply and review them periodically, and the national reference system, both from an accounting and fiscal point of view, refers to four methods of depreciation (linear, degressive, accelerated and per unit of product), the entities, in certain situations, not having the possibility to opt for the depreciation method.

4.5. Depreciation of tangible and assimilated assets

According to the national regulations, in essence, the evaluation at inventory of fixed assets is performed as an operation prior to the end of the financial year and is based on the current value from 31st December. This value is called inventory value and is estimated based on the market price, the utility of the good for the entity, location, the situation of the material goods (degree of wear), etc.

In principle, according to national norms, the depreciation of assets is estimated as the difference between the carrying amount, based on historical cost, and the inventory value, based on current value. If the historical cost can be said to represent a value with objective and verifiable determination, instead, the current value should be the expression of professional reasoning as it is estimated in relation to the market price, the usefulness of the valued item and its condition.

. For items that show impairment, based on the inventory lists prepared, the inventory commission makes proposals to determine adjustments for impairment or to record additional depreciation, as appropriate. The results of the inventory are presented to the management of the entity in order to approve and record the impairments.

In the context of national regulations, the impairments found are accounted for by recognizing expenses, differently, depending on the nature of the impairment:

- in the case of reversible impairments, adjustments for impairment of fixed assets are recognized;

- in case of irreversible depreciation, additional depreciation is highlighted.

Analysed **in the context of international norms**, the issue under discussion is distinguished from the specific approach to national legislation both by complexity and by means of particular elements that refer, in general, to issues related to identifying depreciated assets, evaluation of net fair value and value in use, estimating the value in use, using the concept of cash-generating unit, etc.

Issues related to the impairment of fixed assets are addressed in **IAS 36 "Impairment of Assets**". It specifies that entities must verify, at each balance sheet date, whether there are indications of an impairment of assets and, if there are such indications, to estimate their **recoverable amount**.

Even if there is no indication of impairment, the enterprise must test for impairment annually by comparing the carrying amount with the recoverable amount, intangible assets with an indefinite useful life or intangible assets that are not yet available for use, as well as the goodwill from a combination of companies.

When assessing the existence of indications that may signal the depreciation of assets, the company must take into account certain external and internal sources of information. In this context, we point out an approach of the national legislation to the spirit of IAS 36, which took over the idea of establishing the existence of depreciations of tangible and intangible assets through the analysis of external and internal sources of information.

IAS 36, as well as OMPF 1802/2014 points out the main external and internal sources of information, without being considered as limiting.

When indices of impairment of an asset are identified, the entities shall estimate its recoverable amount and perform the impairment test by comparing the recoverable amount with the (net) carrying amount. If the recoverable amount is lower than the carrying amount, it is concluded that the asset is impaired.

According to IAS 36, the recoverable amount is the maximum of an asset's fair value diminished with the costs to sell and its value in use.

There can be seen the difference between national regulations and IAS 36 determined by the use of different concepts, namely, inventory value (present value), in the case of national norms, respectively recoverable amount, in the case of international norms, both compared to determine depreciation with net carrying amount of the asset.

At the same time, it should be noted that it is not always necessary to determine both the net fair value and the value in use of the asset, because when either of the two values exceeds the carrying amount of the asset, it is not impaired.

We must not lose sight of the fact that both establishing the fair value less costs to sell (net selling price) and the value in use are steps that can raise difficulties.

IAS 36 defines **fair value less costs to sell** as the amount that can be obtained from the sale of an asset in a transaction conducted under objective and knowledgeable conditions between interested parties and less costs to dispose. In general, the best indication for determining fair value less costs to sell is a firm commitment to sell in an objective transaction. In the case of heavily traded assets that have an active market,

fair value can be determined in relation to publicly available information (price lists or catalogues), even if there is no firm commitment to sell. However, in the case of much property, plant and equipment, fair value may not be easily estimated in relation to an active market or the existence of a firm commitment to sell, and in these cases the best information available regarding the amount that the entity can obtain at the balance sheet date from the disposal of an asset in a transaction carried out under objective conditions, after deducting all costs related to the disposal. In such situations, the results of recent transactions with similar assets in the same industry are taken into account in determining the net fair value.

The **value-in-use** represents the present value of the cash flows expected to be obtained from an asset. The calculation of the value-in-use involves:

1. **the estimation of future cash flows** (cash inflows or outflows) generated by the continued use of the asset and its disposal;

2. **determining the present value of these flows by applying an appropriate discount rate**.

Reasonable assumptions must be taken into account when forecasting future cash flows, in order to avoid exaggerated rates of revenue growth, significant anticipated significant cost or life reductions and, in general, previous experience must be taken into account.

Comparing the two values specific to international norms (net fair and, respectively, usage) with the inventory value (current), specific to national regulations, we observe certain similarities between the fair and the inventory value, without considering them synonymous, the latter assuming, to a certain extent, somewhat similar estimation criteria (market price, utility, asset status, etc.). But the value in use, as defined by IAS 36, in our opinion, has no equivalent in national norms, not so much from a theoretical and normative point of view, but especially in terms of practical ways of determining.

Although national accounting regulations refer to the calculation of present value stating that "*in the case of tangible and intangible assets, other evaluation methods (e.g. cash flow methods) may be considered in determining impairment losses*" (OMPF No. 1802/2014), we ask ourselves to what extent, in practical activity, especially for small and medium-sized entities, the present value of the expected cash flows is taken into account, when determining the inventory value or if, in general, there is the issue of estimating future cash flows that the entity expects to obtain from an asset?

The other issue related to the value in use measurement results from **the identification of the corresponding discount rate** that applies to the forecasted cash flows. Discount rates should reflect current market assessments of the time value of money and the specific risks of assets for which estimates of future cash flows have not been adjusted.

IAS 36 specifies that an impairment loss is to be recognized as an expense in the income statement, except when the asset is revalued in accordance with IAS 16.

If the recoverable amount of an asset is less than its net carrying amount, the latter **will be reduced to the recoverable amount,** which is equivalent to a reduction in impairment. In accordance with IAS 36, **if the recoverable amount increases in**

subsequent years, the asset is brought to the recoverable amount so that it does not exceed the remaining amount if the asset had not been impaired.

There can be a certain approximation of the accounting treatments provided by the two accounting standards, in the sense that by accounting for expenses as an expression of the impairment found the net carrying amount is brought to the level of comparison value, meaning recoverable amount (in case of IAS 36), respectively inventory value (in the case of national regulations).

Another major difference that delimits the two approaches to the depreciation of property, plant and equipment is generated by **the concept of cash-generating units which is specific only to IAS 36, having no equivalent in national norms**, and the ways to identify them and establish the related impairment losses represent particular elements of the mentioned standard, which are based to a very large extent on the professional reasoning.

5. Conclusions

Given that it is not yet possible to talk about a finality of the process of ensuring accounting convergence, in terms of financial communication, we consider as a topical issue the approach of conducting a comparative analysis, which allows us to identify common elements, as well as of those of differentiation, which characterizes the vast issue of property, plant and equipment.

We consider that our scientific approach becomes even more attractive if we take into account the fact that two bases of comparison have been used which still reveal a series of elements that highlight the need to continue the initiatives necessary to achieve the general objective of ensuring international accounting convergence.

Without claiming to carry out an exhaustive research, we consider that through the ideas formulated and the analyses carried out, our study highlights some significant aspects, which allow readers to form a more complete picture of the issue addressed.

As it can be seen from the research conducted, the current state of the regulatory process, in terms of property, plant and equipment, allows us to make some important findings:

- the Romanian accounting regulations, via the European directives on accounting, are marked by a continuous process of assimilating some IFRS-inspired rules;

- the international accounting reference system, generically called the IFRS system, is, in turn, the subject of a permanent process of updating, supplementing and modernizing its components;

- although many resemblances or even similarities can be identified between the two approaches, there are still many elements of differentiation both conceptually and methodologically.

Under these conditions, we consider that the elements that still differentiate the two accounting reference systems are constituted in factors that can generate subjectivism and can affect the objective of satisfying the public interest.

The standardization of accounting through the normalization process, the existence of several categories of stakeholders, as well as several accounting refrence systems make it difficult to satisfy equally, from an information point of view, all stakeholders.

Undoubtedly, the production of information in order to meet the needs of users is a fundamental objective of accounting, but inevitably the question arises to what extent it manages to keep an equidistance from their divergent interests.

The study allows us to conclude that the accounting reference system of property, plant and equipment, with its particular elements, which were previously presented, is a combination of factors that make accounting perfectable both in terms of the production and communication of specific information, as well as from the perspective of the social implications it has.

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REFLECTIVE DOCTRINE ANALYSIS AND IMPACT ON THE INTERNAL AND FOREIGN POLICY OF THE REPUBLIC OF MOLDOVA

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Abstract: *In this article, the author highlights the importance of the analysis on the impact of reflexive games on the internal and foreign policy of the Republic of Moldova. Such analyzes are applied for the first time in our country regarding reflexive games. Until now, Moldova has been the subject and object of external reflexive applications. Advances in information technology are less visible and palpable for the reading public, which is not only a consumer of information, but also a subject and object of reflective informal technologies. Mathematics specialists model and create effective quantitative conflict management models. Experts in game theory and decision-making promote their own approaches in an increasingly wide range of fields (political, military, economic, etc.). But at the same time, the same specialists say that the individual is described too simplistically, the large sets and masses, with their properties, do not fit into mathematical models. One of the radical challenges for game theory and decision-making theory remains the need to develop the apparatus of reflection (first conceptually, then formally). Reflexive analysis refers to one's own awareness of the meaning of reflexive communication and interpersonal interaction. At the same time, the reflection as an object of research, since the introduction of this category by J. Locke, is considered entirely belonging to the fields: philosophy and psychology.*

Keywords: Republic of Moldova; reflective game; conflict; innovative space; cybernetics.

1. Introduction

The present time is characterized by an unprecedented increase in the volume of information flows, information technologies and the total computerization of all spheres of human life. In recent decades, there has been persistent talk of the transition from an «industrial society» to an «information society». There is a change in production methods in the view of the world, of people, of their image of the environment. Information technology is fundamentally changing the daily lives of millions of people. Information has become one of the most important strategic, managerial, human, financial and material resources.

Production and consumption are the necessary basis for the efficient functioning and development of the various spheres of social life and, especially, of the economy. In modern conditions, the right to information and access to it are of vital value to all members of society. The growing role of information in society has become the subject of scientific research. New theories have emerged that explain its place and significance. In his works prof. Vl. Lefevre brings many considerations and possibilities to use reflective analysis. The development of reflective analysis problems is necessary for solving many informational applications. In such circumstances far too important is the study of pheasalibites that ensures social peace for the country's population, harassed by information overload.

The concept of reflective control of psycho-semantic, social, political and military spaces allows a new approach to the value of information. For example, the sender of the information may send a truthful message based on the fact that it will be

received as a fake and vice versa. If such an unusual deception succeeds, the opponent is harmed by accepting the true or false message. All this takes place through the study of human reflexes through access to mentality, auditory, visual, psycho-emotional or kinesthetic irritants.

In the local space, elements of reflective analysis appear for the first time in 2017 in the publication «Irrenology. Military geography of Moldova. Study of Contemporary Moldova, volume 333 pages».

The utilitarian tasks of Reflective Game Theory is to make optimal decisions in a conflict as a special socio-psychological phenomenon. Classical game theory, which is essentially the basis of optimal decision theory, is beginning to be understood as a theory capable of revealing the basic laws of conflict management. Intellectual processes, which occur during the interaction of complex systems, are not studied enough, because there are not enough logical means to be explicit. Professor Vl. Lefevre considers that the creation of such means is the main task of conflict theory, as a conflict is, first and foremost, a conflict of way of thinking, perception and action. Conflict of thought is manifested in many cases through social, political or physical interaction (anomic conflict, street actions, civil-military conflict, military conflicts, etc.). Therefore, in addition to the logical means of researching intellectual activity, it is necessary to construct theoretical models of the different «physical» interactions of conflicting systems. The conflicting parties interact lexically-semantically with reflexive broadcasts, where each party tries to influence situations of personal, interpersonal, group, social, internal and external, or of major interest to information users (country, social group and each individual – in partre).

The final impact of the thesis is the wide involvement of political and governmental factors in the theoretical-utilitarian study of the Theory of Reflective Games at the initiation into higher state positions. This is perfectly in line with the National Project: Strengthening the national security system through knowledge and communication, 20.80009.0807.28 134-PS, State Program (2020-2023).

At the intersection of political science, philosophy, history, geography, psychology there is a need for a new discipline - irenology, which is based on the analysis of reflexive games in the socio-political space of the country, primarily when referring to social peace, parliamentary elections or foreign policy. This field is new for Moldova, all the more necessary in the presence of a frozen conflict on the Dniester and which requires an insistent diplomatic and political path, followed by multiple reflective applications. «The most effective method of irenology is to possess the Theory of Reflective Games».

2. Methodology

The applied methodology is based on the systemic approach through «Theory of active reflexive environments for innovative development», by Vladimir Lepski, doctor, prof. Un., Member of SA in Russia. In essence, it is a theory, which concretizes to the maximum the theory of Prof. Vladimir Lefevre, the emphasis being placed on the synergistic capacities of the individual, the social group, the states, which through reflexive applications can be operationally directed. It is necessary to mention that the theories of prof. Vl. Lepski have entered the active arsenal and are the basis of reflective applications in current Russian politics and geopolitics.

Reflective systems must be complex, mosaic, capable of self-organization. So complexity forms chaos, and synergistic capacity ensures the direction of chaos. V. Lepskii's theory for the first time perceives man as an «informational-innovative, mechanical system with emotional and cognitive properties, bio-cybernetic, able to self-organize due to intellectual abilities and also a component part of the innovative-informational system».

Here is what Prof. Vl. Lepski writes in one of his works: "The psychosemantic methods allow to reconstruct the implicit picture of the specific world around the subject, which he may not be aware of and which is updated in the consumption regime. Semantic spaces can be conceived as the basis for structuring the reflexive self-organization of the subject-human consciousness, as well as the organization of the activity of the group of subjects".

"The principle of bifurcation of the subjects ensures the dynamic transformation of the individual in the subject of the virtual group, which activates in accordance with other subjects and the active-innovative environment".

Professor Ig. Smirnov in his research transforms the psycho-semantic space of a particular individual. Professor Vl. Lepskii tends to change and reorganize the psycho-semantic spaces of some crowds, from certain geopolitical spaces, through sophisticated information systems. Moreover, he demands that the subjects receiving the initial impulse of organization stay alone in the semantic spaces imposed from the outside. Thus we see that if prof. Vl. Lefevre operates pre and post-factum in the semantic space of geopolitics, prof. Vl. Lepskii progress in his theories and work "here" and "now", in other words, the present time is a subject of transformations. The bifurcation of the subjects, as a psychological aspect, is no less than the transfer of bipolar accentuations from the sphere of personality to the sphere of the self-organized and reflexive-directed crowd.

In this article we aim to analyze the situation regarding some aspects of special acuity for the internal and foreign policy of the Republic of Moldova. The study includes the aspects of reflective analysis of the semantic-innovative space through the prism of the theories of professors V. Lefevre and V. Lepskii.

3. Results of the investigation
After we got acquainted with the theoretical bases of professors Vl. Lefevre and Vl. Lepskii, we conclude that all events in domestic and foreign policy, international relations can be calculated and predetermined, so that a superpower or group of superpowers will be able to build new geopolitical, geoeconomic and diplomatic realities, thus achieving their own goals.

The creation of such a system began in the Republic of Moldova after April 7, 2009 and continues to this day. In fact, the construction of an innovative, political-administrative fractal, a component part of the Russian political-administrative system, has begun. After the 2020 parliamentary elections, it is redirected to the Western geopolitical vector. The natural gas crisis of 2021 demonstrated the efficiency of the Russian reflexive game and the subsequent return of Moldova to the semantic space comfortable for Russia, which fits perfectly into the theoretical paradigms set out by Prof. V. Lefevre and Vl. Lepskii.

The information ecology in Moldova will be further managed by the political factor, which determines the ways of self-identification of individuals and social groups

in the conditions of regional, geopolitical fluctuations and economic crisis in autumn 2021 and its deepening in 2022.

3.1. *Incidence of organizational weapon in Moldova*

Human history is full of ploys by which some have tried to mislead others or subdue them directly or indirectly. The organizational weapon is an invention and copyright exclusively of world superpowers, which possess macro strategies called foresight, have advanced economies and global techno-military performance. The reflexive aspect of the organizational weapon is not in doubt and is a direct consequence of reflexive applications.

Within the hybrid and asymmetric threats of the last decade, science is increasingly distinguishing a new strategy, defined as an organizational weapon. The new type of weapon denotes the historical trend of moving from weapons of mass extermination to the category of self-disorganization and self-disorientation of states and governments, in order to preserve the existing material base and resources, or reshape geopolitical preferences. The application of this weapon induces in the target state a deep political impact (blockage), which distorts its own economic programs, making them ineffective. It distorts the foundations of national culture and ethno-social cohesion, in order to facilitate the emergence of the «fifth column». As a result, a situation of internal economic, psycho - social and political chaos is established in the respective country. Such examples can be found in the Romanian «revolution» of 1989, the Ukrainian square, the conflagration in Donbass, as well as in all the «color revolutions» in the victimized countries, including Moldova 2003, 2009, 2016.

The outbreak of the Ukrainian crisis in 2014 and the annexation of Crimea took public opinion, the press and Western officials by surprise. There were clear signs that Russia could react militarily to the risk of losing any influence over Ukraine. No one in the West suspected that Russia would simply and decisively annex Crimea and trigger an armed conflict in Donbass. This demonstrated the inability of Western political actors to anticipate or impede Moscow's aggressive conduct. The Romanian military investigation bodies warned about the annexation of Crimea, at least half a year before the completion of this operation. Vladimir Putin devised this ploy and the «green men» peacefully took over Crimea, after which they simulated a referendum. The Crimean referendum was organized with bureaucratic and diplomatic fairness, but given the exceptional conditions in which it took place, the real choice of the Crimean people remains to be perceived as a successful reflexive game of the Kremlin in the geographical space of Ukraine. Nothing new, Russia annexed a territory and started a civil war on the territory of Ukraine, forming a new separatist zone. That is a frozen conflict that has become an anchor capable of preventing Ukraine from drifting westward. These issues had to be addressed by the then Ukrainian government, as did the 1992 military-political crisis and the 2021 economic crisis in Moldova.

In this context Victor Strâmbeanu, prof. Un. dr. general MApN Romania, reported: "What has not yet been fully understood is that hybrid warfare serves the purpose of the aggressor better than the one who defends himself. It can be said, without the risk of making too many mistakes, that hybrid warfare is predominantly offensive based on its very meaning and purpose, to achieve its objectives by using camouflaged, covert, ambiguous methods and actions to avoid the accusation of aggression".

3.2. *The reflective aspects of the Romanian-Moldovan unionism*

If we refer to the definition of nation, our personal attitude towards the problem of unionism is realistic and pragmatic. The conclusion is that both banks of the Prut have specific qualities for two nations, which speak a common language, but with a different mentality.

Although Germany and Austria speak the same language and have common cultural features, it is their mentality that distinguishes them by identifying with their own geographical territory. It is the Moldavian-Slavonic mentality that forms the main drift from the goals of an integral nation. This was amply demonstrated by Romanians in December 1989, mining in 1990, 1991, 1999 and the events in February 2016. Moldovans, on the contrary, since 2009 and until now, have demonstrated chronic distortion of social perception at the ethnic level, and «the syndrome billion» put an end to this statement. Romanian-Moldovan unionism, as ridiculous as it may seem, has its origins in the 1960s, the Khrushchevite spring of the USSR, in the 15th century in past, in the Lubeanca cabinets, against the background of acceptance, the Carpathian project, promoted by US Secretaries of State Henry Alfred Kissinger and Zbigniew Kazimierz Brzeziński. Subsequently, this concept was preserved until the end of the 80's, being revived by the perestroika-gorbaciovista, through the KGB projects «Baical» and «Dnestr».

An important moment of the unionist emancipation movement is that from the very beginning it was directed and guided by the special services, moreover, the authentic unionists were soon removed from the leadership of the national emancipation movement and towards the beginning of the Dniester conflict since 1992, it has fully enshrined Russia's regional and strategic goals. The 1992 Dniester military conflict is a classic Russian reflexive military game. Its reflexive dynamics can be easily deciphered in the chronology of the events of that time. Against the background of the anomic state and massive corruption in the upper echelons of the political class in Moldova, there is a stable dynamic of increasing the number of followers of unionism among the population.

The decoration of the Moldovan unionists with the «Star of Romania» brought a reverse service to unionism, given the fact that the «professional unionists» were decorated, who enslaved Eastern geopolitical interests. While the Kremlin was preparing the Crimean anschluss, the unionists in Chisinau set up a center of political tension, which diverted the attention of EU political opinion from Crimea. The administration on the Red Square has shown excellent ingenuity in this case. With the hands of T. Băsescu, he decorated the «professional unionists» from Moldova for the participation in the geostrategic operation of annexation of Crimea. This approach of T. Băsescu was perceived bipolar by the sincere unionists from Moldova and can be conceived as a failure of T. Băsescu in the geostrategy of unionism.

In this order of ideas, James Pettit declared on June 9, 2017, during the show «Peatniţa» from RTR-Moldova. «We have to take into account what we (USA) and the EU are doing in the Republic of Moldova. As I have already said, my country alone has already given Moldova over one billion dollars (referring to the period 1991-2017) for the development of the state not only economically, but also democratically. The European Union offered a similar amount, but Russia? What did Russia give? Not only do they not have a developed help program, but they still punish you, as is this embargo. That is why we are surprised that, according to all the polls, it seems that more than half of the population is pro-Russian. How do we explain that? It is very difficult for us to understand». The comicality of this situation is obvious, but it reflects V. Putin's tactics of

resolving political and regional situations from the financial account of other states, which arouses the admiration of his followers in Russia and abroad.

These examples once again show us that the keys to the unionist movement are not only in Bucharest or Chisinau, but also in the geopolitical centers of Germany, France, Turkey, Austria and most importantly Russia. Some Moldovan intellectuals are sincerely convinced that the Union deserves to be built to get rid of the oligarchic reminiscences and the corrupt political class, but there is a risk of a further civil and even regional war.

The 2021 parliamentary elections showed that the doctrine of Romanian-Moldovan unionism gave way to the concept of EU accession, although the EU Association Agreement is not finalized at the level of state strategy and doctrine, and the actual EU accession can be achieved only after 2050, as the official Brussels puts it. The further promotion of the ideas of EU accession by the parliamentary majority is another active reflection, meant to keep the electorate in its sphere of influence. At the same time, the 2021 election campaign of the alleged unionist parties demonstrated the absolute incompetence of the party leaders.

3.3. *Case study on Romanian - Moldovan unionism.*

The reflective analysis of the perspectives of the union reveals the following situation: Romania. Order of importance of states- Russia, USA, Germany, France, England. In the next graph, England is eliminated as less important.

Figure 1. Order 1 of the importance of states for Romania
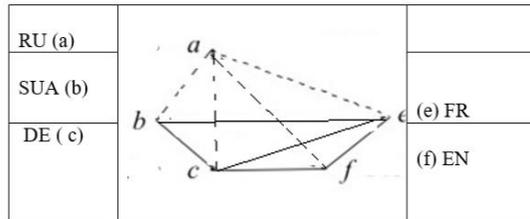
Source: made by the researcher.

Figure 2. Order 2 of the importance of states for Romania
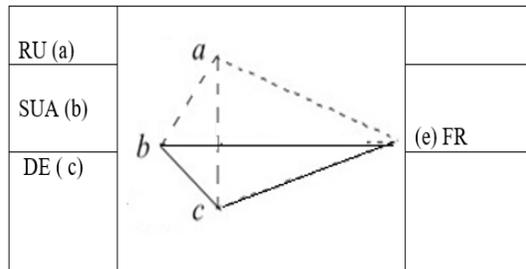
Source: made by the researcher.

And we already decompose this graph and for it we find the polynomial
a + ebc. and the diagonal formula

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Figure 3. Diagonal formula of relations

		(a)(b)(c)(e)
	(a)+(ebc)	
(a+ebc)		

Source: made by the researcher.

And the equation for Romania will be: a + ebc

Romania will ask the USA, Germany and France for an alliance and active policy on the question of the Union. Russia will keep the free choice and demand respect for a status-guo from the triple alliance. The triple alliance will not be pleased with the Union's initiative and surrenders to Russia, it will demand neutrality from Romania. The keys to the Union are in Moscow, respectively. The future diplomatic and geopolitical effort of Romania and Moldova must be directed towards Russia. The situation at the moment is uncertain. Romania and Russia do not have active mutual diplomacy. Romania is restricted in the free choice of alliances within the EU and NATO. Thus, Russia has the free choice to resolve the Union.

The final equation for Russia a = 1 + ebc = 1. For Romania- 0 = a + ebc = 0.

Figure 4. Graph of frustration
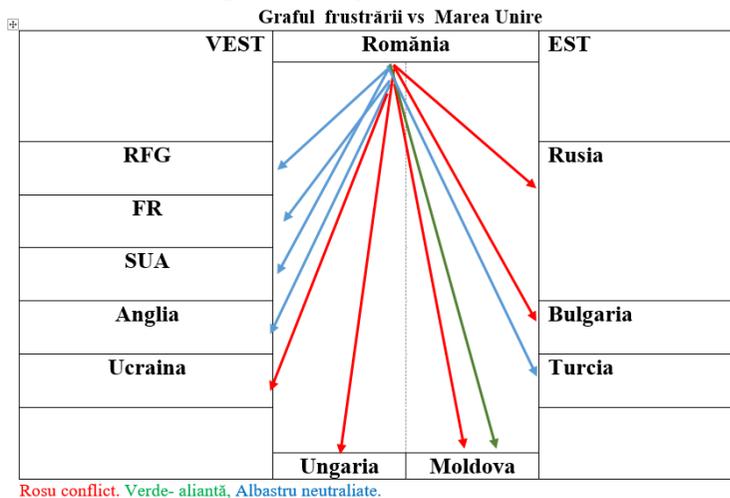
Source: made by the researcher.

The order of importance of states for Romania vs. the question of the Union - Russia, USA, Germany, France, England, Ukraine, Turkey, Moldova, Hungary, Bulgaria, Yugoslavia.

Figure 5. The political matrix

Matricea politică (activă (1)-pasivă (0)).

	RO	RU	SUA	DE	EN	FR	UA	TR	MD	HU	BG
RO		1	1	1	1	1	1	0	1	0	0
RU	1		1	1	1	1	1	1	1	1	1
SUA	1	1		1	1	1	1	1	1	1	1
DE	1	1	1		1	1	1	1	1	1	1
EN	1	1	1	1		1	1	1	0	0	0
FR	1	0	1	1	1		1	0	0	0	0
UA	1	1	1	1	1	1		1	0	1	0
TR	0	1	1	1	1	1	1		1	0	1
MD	1	1	0	0	0	0	1	0		0	0
HU	0	0	1	1	1	1	1	0	0		0
BG	1	1	1	1	0	0	0	1	0	0	

Rosu conflict. Verde- alianță, Albastru neutraliate.

Source: made by the researcher.

Figure 6. Relationship and policy matrix.

Matricea relații. (alainta(1)- conflict (0)).

	RO	RU	SUA	DE	EN	FR	UA	TR	MD	HU	BG
RO		0	1	1	1	1	0	0	1	0	0
RU	0		0	0	0	0	0	1	1	1	1
SUA	1	0		1	1	1	1	1	1	1	1
DE	1	0	1		1	1	1	1	1	1	1
EN	1	1	1	1		1	1	1	0	0	0
FR	1	1	0	0	1		0	1	0	0	0
UA	0	0	1	1	1	1		0	0	0	0
TR	0	1	1	1	1	1	0		0	0	0
MD	0	1	0	1	1	0	1	1		0	0
HU	0	1	1	1	1	1	1	1	1		1
BG	0	1	1	1	1	1	1	0	1	1	

Rosu conflict. Verde- alianță, Albastru neutraliate.

Matricea politică, (activă (1)-pasivă (0)).

	RO	RU	SUA	DE	EN	FR	UA	TR	MD	HU	BG
RO		1	1	1	1	1	1	0	1	0	0

Matricea relații (alainta(1)- conflict (0)).

	RO	RU	SUA	DE	EN	FR	UA	TR	MD	HU	BG
RO		0	1	1	1	1	0	0	1	0	0

Rosu conflict. Verde- alianță, Albastru neutraliate.

Source: made by the researcher.

Using the content-color binomial, we further easily decipher the relations between states.

Example1. Romania. The political matrix.

Will pursue an active policy in conflict with Russia. With the USA, DE, EN, FR, UA, MD will pursue an active policy and ask for support. With Ua, Un, Bg will pursue a passive policy and will be in a state of conflict.

Example 2. Romania. Relationship matrix.

With Russia, Ukraine will not make alliance and will be in conflict. With the USA, DE, EN, FR will make a compliment and ask for support. Does not form an

alliance with the AU and will be in conflict. With TU he will not make a fuss and demand neutrality. With Hu, Bg will not form an alliance and will be in conflict.

Looking at the matrices as a whole, we see an extremely complex mosaic situation for Romania and the subject of the Union.

Romania's effort on this subject requires a titanic thing on the diplomatic and geopolitical chain. An effort that Romanian diplomacy is not able to overcome on its own in the coming decades. Once the postulates of the Union were declared in 2012 and then in 2018, they did not achieve their goal, without diplomatic and geopolitical support. Respectively, the doctrine of the Union is automatically transferred from the area of social and international relations (failed) to the area of symbolism and traditionalism. The frustration implanted 200 years ago was reinforced by populist activities and campaigns lacking diplomatic effort. With each failed activity, the frustration will intensify. Finding a people in a state of consolidated chronic frustration allows reflective manipulation in any geopolitical direction. And the Union, which has become the currency of exchange in the reflexive game of the Great Powers, becomes a brand, a dubious financial scheme, an element of mass ethnic schizophrenia and no geopolitical support of the Union.

In the following, for each country the semantic sequence of its foreign policy can be extracted.

High-performance doctrines in geopolitics and diplomacy are the only support of the Union.

4. Reflective aspects of the concept of Moldova's accession to the NATO Block.

NATO's military-strategic accession took root in the socio-political space of Moldova after the military failure of 1992, when the leadership of the Republic of Moldova realized its military-strategic inferiority in the face of a major military danger. Although Moldova participates in the PFP and IPAP program, NATO does not come up with the accession proposal and is in no hurry to carry out a deep restructuring of the Moldovan army, limiting itself to outdated technical assistance and non-lethal weapons. Moreover, NATO promotes the limitation of the military capabilities of small states, which may conflict with its doctrines in the event of the coming to power of Eastern-oriented governments. The concept of joining NATO is used by the unionists as an argument for Moldova's insecurity towards the eastern military factor, but joining NATO is promoted without a prior reflective study. Therefore, the concept of joining NATO remains in the emotional sphere of its followers, who do not possess knowledge of reflective analysis of this concept.

Next we turn to the Theory of Reflective Games of prof. Vl. Lefevre.

Suppose generically that in the period 2022-2024 for Moldova the time has come to choose its course between the doctrines of neutrality and NATO membership.

We notify the maintenance of neutrality by α, and the accession to NATO by β. The alternatives will look like this:

1 = {α, β} - unachievable (dual choice)
α - maintaining achievable neutrality,
β - NATO (EU) accession achievable.
0 = {} - maintaining the achievable status quo

Whether in Moldova we have the following arrangement of forces:
a- political elite
b- army,
c- the police
d- population
e- business

We assume that the political elite is in alliance with the population and the police. The army is in alliance with the population and in conflict with the political elite, the police and the business community. The police are in alliance with the population and the business is in conflict with all social actors. In this case the graph of realities will look like this.

Figure 7. Graph of institutional relations.
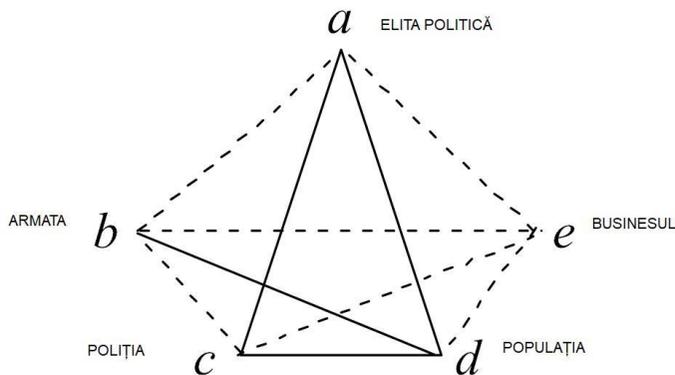
Source: made by the researcher.

Figure 8. Diagonal formula of relations

$$[a]\,[c]$$
$$[b] + [ac]$$
$$[d]\,[b + ac]$$
$$[e] + [d(b + ac)]$$
$$[e + d(b + ac)]$$

Source: made by the researcher.

We assume that the choice of course must be made by the political elite. The other actors can influence this choice. The formula will look like this.

$e + d(b + ac),$

The formula for the political elite will look like this.

$a = e + d\,(b + ac).$

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Either the army will ask the political elite to end the dualist course and make a concrete decision.

$$b = \overline{0} = \{\alpha, \beta\} = 1.$$

The police will ask for neutrality.

$$c = \{\alpha\}.$$

The population is also prone to neutrality.

$$d = \{\alpha\}.$$

Business demands NATO (EU) membership as a more appropriate solution.

$$e = \{\beta\}.$$

By unifying these binomials we obtain

$$a = \{\beta\} + \{\alpha\}(1 + a\{\alpha\})$$

Forwards

$$a = 1 = \{\alpha, \beta\}.$$

Respectively in this arrangement of forces the elite will choose the active course of accession to NATO (EU) and dualism will not be accepted.

$$b = 0,\ c = 0,\ d = 0,\ e = 0.$$

In the account we will take care of another arrangement of priorities, when all actors prefer to keep the status quo present.

$$a = 0.$$

When actors prefer neutrality

$$a = \{\alpha\},$$

Or when actors prefer to join NATO (EU)

$$a = \{\beta\}.$$

In all cases we see that the political elite conforms to the opinions of social actors.

Let's imagine that the business (s) wanting to attract the population (s), starts to build cheap infrastructure, housing, charity funds, etc. This leads to a situation where the population does not want change and ceases to press the political elite to join NATO or the EU. The influence of other political actors remains unchanged.

$$b = 1,\ c = \{\alpha\},\ d = 0,\ e = \{\beta\}$$

Hence, changing the influences on the political elite, the latter is brought to the choice of the NATO (EU) option.

$$a = \{\beta\}.$$

Generalizing both case studies, we come to the conclusion that in times of crisis social actors are willing to change and reform, directing their electoral

preferences to reformers. In the event of the reformers' failure, the social actors will gravitate towards other political preferences. In times of prosperity, political actors prefer a predictable status quo.

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SOCIAL POLICIES FOR INCLUSION AND EXCLUSION OF VULNERABLE GROUPS. HOMELESS PEOPLE

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Abstract: *The present article aims to highlight both the causes and determinants of social exclusion, of vulnerable groups, namely street people. To improve the quality of life of the target group, both the state and Non-Governmental Organizations work together to implement social policies and programs to rehabilitate, prevent, and combat social exclusion, marginalization, and poverty prevention. Social exclusion is seen as a process that leads to a situation in which certain vulnerable persons and groups are unable to perform certain functions, being led to a state of poverty, and the status of social exclusion can be defined as a combination of deprivations. Social exclusion can be the framework for the perception of deprivation and especially of two dimensions of deprivation: the fact that it has a multidimensional character and hidden social relations. Another issue addressed is the relationship between poverty and social exclusion, being valued as a tool for drawing social policies. The two concepts approached coincide, encompassing a complex area of poverty based on relational aspects, economic, social and political dimensions of social exclusion. Regarding poverty, there is a vast and pronounced literature that treats the problem as a macro phenomenon affecting large territorial areas, which tend to detect its cross-cutting aspects or, aims to capture its specific expressions. The prevalent approach to poverty seems to be on the one hand that of social control, and on the other hand that inherent in the economic problem.*

Keywords: *social politics; social inclusion; social exclusion; vulnerable group; poverty*;

1. Introduction

The phenomenon of homelessness is a dynamic and complex process, which affects people at different stages of life, for longer or shorter periods and in various ways. There are different types and target groups of homeless people such as: children and adolescents living on the streets; young people leaving placement centers who cannot be reintegrated into the natural or extended family; single mothers living on the streets; people with health problems such as alcoholism, addiction; people with mental health problems; homeless elderly people; families living on the streets; homeless people from ethnic minorities such as the *gypsies* or those with a nomadic lifestyle: homeless immigrants.

FEANTSA (European Federation of Homeless Organizations) has developed a typology of the phenomenon of homelessness and exclusion from housing, a typology called Ethos. Therefore, the categories identified by ETHOS try to cover all life situations and different forms of homelessness in Europe:

-without roof (without a shelter, harsh sleeping conditions)

-homeless (have a place to sleep in special institutions or shelters)

-insafe housing (threatened with exclusion due to unsafe rent, evictions, domestic violence)

-inappropriate housing (caravans, unsuitable housing, overcrowding)

Lack of shelter and lack of housing can lead to human degradation, physical, emotional and mental insecurity, illness (sometimes contagious or incurable disease), occupational or social exclusion, discrimination based on social belonging (to a disadvantaged group) and sometimes even death (especially in the very cold or very hot seasons). Homeless people are those who live on the streets, are children, young people, adults and the elderly who have become homeless due to natural disasters, who have been evacuated due to non-payment of housing maintenance or non-payment of loans, left without a work place, unschooled, people whose home is in an advanced state of degradation, deinstitutionalized young people whose family reintegration could not be achieved, people who lost their home to moneylenders, people with and without mental problems. Homeless people living on the streets are the most visible and extreme form of poverty and exclusion. Thus, according to the National Strategy on Social Inclusion and Poverty Reduction (2015-2020), carried out by the Ministry of Labor, Family, Social Protection and the Elderly Protection, at the last Census of Population and Housing (2011) were registered 1542 homeless people, at at national level, while the estimates made by the Ministry of Regional Development in 2008 were three times higher.

2. The specific issue of homelessness

According to Victor Badea (2008), a street person is the usual name for "homeless adults" (PAFA) who make up a category of disadvantaged people, excluded from public social and medical services (social assistance, social canteen, insurance system health, etc.)"

Street people is the usual name for "Homeless Adults" (PAFA) or homeless who make up a category of disadvantaged people, excluded from public social and medical services (social assistance, social canteen, health insurance system, etc.).

In Romania, the legal definition of a 'homeless person' is provided by law 292/2011 on the National Social Assistance System, namely: homeless persons represent a social category consisting of single persons or families who, for single or cumulative reasons, social, medical, financial, economic or legal, live on the street, live temporarily with friends or acquaintances, are unable to support a rental property or are at risk of eviction or are in institutions or penitentiaries of where they are to be discharged or released within 2 months and have no domicile or residence.

Homeless people usually go through an experience that can be called trauma, marginalization and social exclusion generated by homelessness, lack of economic resources, loss of social support (especially family ties), poor health (often aggravated by a form of disability), addiction (alcoholism, drug addiction), prostitution, begging, theft, sexually transmitted diseases. Once in the critical situation of living on the street, people have low self-esteem, go into mental regression. Through psychological, medical and socio-professional counseling in a specialized center, obtaining a job and a living space, there is the reverse process of regaining self-esteem and self-identity, while returning to society.

Homeless people are those who do not have a home, live on the streets, in flood channels, in night shelters (such as "Casa Ioana" in Bucharest), under bridges, etc., and does not refer to those who live temporarily with friends / relatives, until they either find a definitive positive solution or become homeless. not having access to adequate housing is a serious manifestation of social exclusion. I could add that not having a

home and living in the open air is the harshest form of social exclusion, along with probably that of lack of identity documents.

In the quantitative social research *Assessing the phenomenon of children and young people on the street. (2014), Save the Children Organisation* defines homeless people as people sitting permanently or only at a certain time of the day on the street (in the broad sense of term, including makeshift shelters, sewerage systems, abandoned vehicles or abandoned houses, etc.), procuring their means of subsistence alone or in groups, through legal or illegal activities. From a housing perspective, the sample included both people who spend the night on the street or in makeshift housing (sewerage system, abandoned cars, abandoned buildings, tents, etc.) - defined as permanently on the street, and those who have a home, but uses the activities listed above to raise money - defined as temporary on the street.

Homelessness and domestic violence have a serious impact on their health, education and well-being. These effects include higher rates of anxiety, emotional problems, behavioral and mental illness, depression, isolation, developmental delays, and learning difficulties.

The risks of life for children on the street are multiple, they are taking various forms, such as: chronic diseases, begging, school dropout, exploitation at work, sexual exploitation, prostitution, drug trafficking, dependence on illegal or legal drugs (tobacco and alcohol). Traumas, negative emotions, repeated family shocks, determine the appearance of feelings of fear and insecurity, social maladaptation, school dropout and serious attachment problems, lack of confidence in adults and in themselves. Therefore, children who have been traumatized by abusive parents experience a feeling of insecurity and inferiority, prone to anti-social acts, to acts of delinquency, to crime. The main aspect that needs to be studied is the fact that these people face especially the problem of housing, so it is necessary to study this topic, showing among other needs social support services, and ensuring access to housing services, services in particular for homeless people.

3. The determining factors of the street people phenomenon

Social exclusion refers to the multiple factors that have the effect of excluding street people from housing, education, health and access to services, forms of discrimination, marginalization and segregation (Commission of the European Communities, 1993):

Exclusion is a concept that covers many social issues. The key word in this is *participation.* Exclusion is the denial of participation in various aspects of social life, such as activation on the labor market, access to public services, political life, and various forms of discrimination, physical isolation from peers (Haralambos, 2008).

From the sphere of risk groups, the vulnerable group of people / street children, is represented by the group with the highest risk of social exclusion on all levels. The chance of total social recovery for the vast majority of these children is low, despite the programs designed to take them from the street. However, the main causes are poverty, poor social protection of large families and social disorganization. Another category subject to the risk of living on the streets, of social exclusion is represented by young people who leave the protection system at the age of 18, and who, at the time of deinstitutionalization have no institutional alternative, many of them having no ties to their biological family or the extended family that host them. Most of them do not know

how to practice a profession, they are not ready to lead an independent life, they have not developed independent living skills, they do not know how to socialize, to relate to those around them, to manage money, to make the right decisions. Therefore, this vulnerable group requires great efforts for social inclusion, being simultaneously needed to find a home, a job, interpersonal relationships, accommodation and adaptation to social life, outside the protection system, where they have spent his childhood.

In Romania, the legal framework for preventing and combating social marginalization was established by Law 116/15 March 2002.

The law defines *social marginalization* as "the peripheral social position, of the individuals or groups isolation with limited access to economic, political, educational and communication resources of the community." It is manifested by the "**absence of a minimum of social living conditions: work, health care, education**" (Revista de Asistență Socială - *The social work magazine*. Coord. Elena Zamfir, 2002) Marginalization has the effect of social isolation, alienation, maladaptation, social non-integration, family disorganization, aggression, violence, deviant behaviors. Marginal groups are usually composed of the poor, the unemployed, discriminated ethnic minorities, people with disabilities, the mentally ill, and delinquents. street people, maladapted people. Therefore, marginalized individuals and groups are deprived of minimal economic, political, educational resources, subject to constant discrimination, are deprived of real chances to overcome the state of marginalization. The law on preventing and combating social marginalization aims to guarantee effective access to these basic and fundamental rights, especially for young people / street people, because they are in the most vulnerable situation. They have no job and no home, they are in a situation particularly exposed to marginalization.

The policy of avoiding and absorbing of the social exclusion and social marginalization is to promote **social inclusion.** "The process of social inclusion is the set of multidimensional measures and actions in the fields of social protection, employment, housing, education, health, information-communication, mobility, security, justice and culture, designed to combat social exclusion and ensure the active participation of people to all economic, social, cultural and political aspects of society ". (according to art. 6, lett. cc of Law no. 292/2011 - Law of the social assistance)

The concept of *social inclusion* aims at the process of reintegration into normal life forms, in a normal social functioning of the people in such situations, or at high risk of marginalization, by developing capacities and building opportunities, aiming to equalize opportunities in all areas of social life "(Luana Miruna Pop (coordinator) Dictionary of Social Policies, 2002).

The causes that lead to the specific problems of children / young people / people on the street are:

Poverty, lack of income, loss of housing, loss of employment, the divorce, as a result of which one of the spouses was forced to leave the marital home; gambling, quarrels and misunderstandings with family and relatives, who cut off all ties with them, expelled them from home or they left on their own initiative; victims of real estate scams; excessive alcohol and drug use that led to the loss of housing and identity documents, the family environment of origin, the rupture of relationships with relatives and family; school dropout, domestic violence, abuse, prostitution, deinstitutionalization, release from detention and loss of property held as a result;

accumulated and unpaid debts for communal services; emigration, without success, to work abroad; following long-term cohabitation and their breakup. Also, the causes of children's presence on the street are multiple and there is a perception that they are relatively deductible: conflicting relationships with parents or one of them (usually the father), neglect, physical abuse, sexual poverty, acute poverty, deinstitutionalization, improper conditions and insecurity in placement centers, etc (Otovescu and Otovescu, 2017).

In Romania, **extreme poverty** is associated with long-term unemployment, work in the informal sector, lack of skills, single-parent family or other atypical forms of family, social marginalization, social disintegration.

The European Platform for Combating Poverty and Social Exclusion was launched in 2010, which is also active in 2020. This is one of the major initiatives of the Europe 2020 Strategy for sustainable and inclusive growth.

The family environment, the family climate, the family of origin, is a major cause for the child to end up living on the street. Most of the families they come from are poor, they do not meet their needs, but poverty is not the only cause. Poverty, misunderstandings, domestic violence, abuse, lack of communication between family members, unfavorable living conditions, lack of affectivity, attention, indifference and lack of supervision and control from parents, cause them to run away from home, cause children to end living on the streets.

According to Adrian Dan, (2003) the determining factors of exclusion from housing in Romania are classified into four categories: socio-demographic, socio-economic changes, deficits in the provision and distribution of welfare and the traditionally vulnerable groups. He also states that housing poverty is a cause that causes constant effects on housing, meaning sleep deprivation, poor hygiene, lack of privacy (with an effect on health and favoring conditions for sexual abuse), severe disruption or lack of information processes, diminished capacity to accumulate resources to ensure survival and development (food, clothing, etc.). They end up in this unfavorable situation due to family conflicts, divorces, real estate scams or job loss.

There are different types of vulnerability factors:

-structural: the economic process, the immigration, citizenship, the lack of adequate and affordable housing, high rates of credit and unemployment, the social impact of homelessness in Europe, the economic crisis.

-institutional: main social services, the mechanism of allowances, institutional procedures (lack of adequate assistance services, for example when leaving prison or a hospital for mental illness).

-personal: disability, education, dependency, age, the situation of immigrants (divorce, relationship breakdown, domestic violence, death of a partner, loss of a job, drug use, human trafficking).

4. Policies and strategies

The mention of the vulnerable group of homeless people can be found in legal documents adopted in the last 5 years and in Programs of special national interest addressed to this social category in Romania.

The same documents set objectives, indicators to measure the achievement of these objectives and proposals for measures to address the specific problems of people

belonging to this vulnerable group, to which is added information on budgets allocated to activities in national programs for homeless people.

In the second half of 2009 the Ministry of Labor, Family and Social Protection announced the launch of the national program Combating the social exclusion of homeless people by creating emergency social centers "meant to run for a period of 6 years, starting with 2007. The notice of intent was launched in September 2009 and will be accompanied by project submissions for funding.The program was designed to have the following purposes:

a) social integration of homeless people;

b) increasing the responsibility of local authorities towards homeless people;

c) improving the quality of social services provided;

d) increasing the accessibility to the services directly oriented towards the social reintegration of the persons in the street and the prevention of abuse and violence;

e) increasing the number of emergency social centers for homeless people.

The objectives were:

a) prevention of social exclusion and ensuring the social protection of homeless people;

b) the creation of emergency social centers for homeless people, which will provide, mainly, accommodation and care services;

c) creation and development of long-term support and counseling centers, in view of the social integration of homeless people;

d) elaboration and implementation of a methodology for identifying and evaluating people living on the street;

e) monitoring, based on real data, the number of homeless people, as well as the percentage of solving existing cases.

The aim of this program was:

a) establishing or expanding the capacity of a number of 50 emergency social centers for homeless people, located in cities of each county and in each district of Bucharest, by rehabilitating appropriate spaces and providing them with the furniture and the equipment necessary for their functioning;

b) providing social services within the emergency social centers for a number of approximately 10,000 homeless people;

c) increasing the number of homeless people who benefit from social services.

In Romania, there is already a wide range of policies, programs and interventions aimed at reducing poverty and social exclusion, and the tools and experience needed to identify poor people and areas have improved in recent years. The key element that can be improved is the coordination between these policies, programs and interventions. Given the strong correlation between poverty and social exclusion, achieving results in policies to combat these phenomena requires an integrated set of social policies designed to facilitate people's access to jobs, forms of financial support and social services. It is also essential to increase the capacity to assess needs at all levels and to coordinate social services, employment services and health services, in order to determine the employment of people who do not work but are fit for work. Thus, this approach to poverty and social exclusion is based on the concept of providing integrated services and on ensuring that different programs and interventions are harmonized, aligned and provided, both at the individual and

community level, by social workers. responsible and well trained. Also, identifying the specific needs of street people, of these poor and vulnerable groups is a key element in implementing effective social inclusion policies. An analysis of the trends in poverty and social exclusion of street children and people is needed. According to the definition provided by law, social marginalization is the peripheral social position, isolating individuals or groups with limited access to economic, political, educational and communication resources of the community.

In order for social marginalization to be prevented and combated, the participation of public institutions, local communities, representatives and employers and trade unions organizations and representatives of civil society is required. The state must guarantee access to basic and fundamental rights, such as access to employment, access to housing, access to health care, access to education, ecc.

Going also in the direction of practical applicability, I will present a concrete case that had an impact in excluding the social marginalization of street people.

The *Carousel Association* launched in 2019 a new project addressed to homeless people in Bucharest - Dusul Mobil. The initiative is carried out by the Carousel Association and supported by ING Bank Romania and Kaufland Romania, representing a unique approach in Romania.

The mobile shower offers the possibility of performing personal hygiene for over 200 homeless people, who will be able to use this service regularly. Also, the project aims to facilitate access to services, facilities and materials for maintaining personal hygiene for 850 homeless people or living in inadequate spaces in Bucharest.

Dr. Marian Ursan, Executive Director, Carousel Association states in an interview: "Through this project we aim to contribute to the recovery of well-being, even the dignity of people who face significant difficulties, and a first step is to perform body hygiene and washing clothes. Of course it is not enough, but we believe that together we can go towards increasing the access of homeless people to the labor market, public spaces or other services. " The mobile shower is based on a van specially built, adapted and approved to provide facilities for body hygiene. It is built to work by connecting to street hydrants, and water heating is achieved through an advanced LPG-based system, the installation being so nature-friendly. The van is also equipped with two washing machines and tumble dryers, as well as razors for shaving, trimming and drying hair. People who will access the services of the mobile shower will receive clothes and shoes from donations, but also other personal hygiene materials (absorbents, underwear, etc.), will be able to charge their mobile phones and will have access to the Internet through a free Wi-Fi network.

At the Sustainable Development Summit in New York in 2015, was presented the program - Transforming our world: the 2030 Agenda for Sustainable Development - which aims to address a set of socio-environmental and economic issues related to both countries. developed from a global perspective as well as those in development.

The 2030 agenda involves overcoming two important challenges. The first refers to the "Leave no one behind" commitment, that means to reach the most vulnerable and disadvantaged people, offering them adequate services to guarantee emancipation and social protection. In this regard, the United Nations (UN) recognizes the dignity of each individual and, through this premise, commits itself to those who face greater difficulties, literally "to get the farthest behind the first" (UN, 2015, p.5). The second, which we focus on in this study, aims to achieve 17 Sustainable

Development Goals (SDGs): these goals must be completed in 2016-2030 involving both governments and the entire United Nations system, as well as the private sector and society. civil. The aim generally announced in the introductory part of the official document is, in fact, to end the problem of world hunger and poverty, to eliminate internal inequalities in a geographical and social context and between different areas of the planet, to promote peace and social justice, defending human rights and gender equality, strengthening the female figure, ensuring environmental well-being, economic growth and better working conditions (UN, 2015, p. 4).

5. Conclusions

The Charter of Fundamental Rights of the European Union on social security and social assistance states: *In order to combat social marginalization and poverty, everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including adequate food and nutrition , clothing, housing, medical care, and necessary social services.*

For the rehabilitation and socio-professional reintegration it is necessary to create as many social protection and support services for this socially vulnerable category of welfare beneficiaries, to create mobile teams to work directly in the street, to regularly monitor each case and the early intervention are more than important. As a solution to this problem, the objectives of the emergency social centers for homeless people are: preventing social exclusion and ensuring the social protection of homeless people; monitoring the number of homeless people, as well as the percentage of existing cases; ensuring normal living conditions, respectively hosting; counseling, support for social integration, for combating the social marginalization of this category of people, solving problems related to the lack of identity documents; facilitating access to medical services; identifying a job; identifying a living alternative; professional training by enrolling the beneficiaries according to studies and potential in qualification courses; providing counseling services and reinsertion or social reintegration, in accordance with the identified individual needs.

Homeless people are not a "lost case" or a dispensable resource. Their value is equal to that of any ordinary person, with family, home and a job. They have equal rights and opportunities with other citizens.

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SURVEY ON COVID-19 VACCINATION OF THE POPULATION IN THE OLTENIA REGION

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Abstract: *Vaccination of the population for immunization against the new coronavirus SARS-CoV-2 is of great importance for the COVID-19 pandemic. Romania has one of the lowest vaccination rates in the European Union, so during the fourth wave of coronavirus, impressive figures were reached with respect to the number of people infected and dying daily. The refusal or hesitancy of people to get vaccinated leads to an increasing number of patients admitted to intensive care units and even dead, increasing the pressure on the medical system. This survey is developed based on a questionnaire applied to people in the Oltenia region. In order for a person to be part of the target group, that person had to meet, cumulatively, the following conditions: 1) the minimum age of 16 years; 2) residence in one of the counties of the Oltenia region. Out of the total number of respondents who answered the questionnaire, 24.66% had the disease and 67.95% were vaccinated against COVID-19. A percentage of 87.4% of the respondents is represented by graduates of higher education, such category of population being more interested in managing the harmful effects of the new coronavirus SARS-CoV-2 on human society. The vaccination rate in the Oltenia region, highlighted by the present survey, is 59.30% in rural areas and 71.46% in urban areas; such percentages mostly characterize the category of people with a higher education. Vaccination is mostly accepted by higher education respondents who are aware that this is one of the most effective measures to combat the COVID-19 pandemic. The reasons for the refusal of vaccination are mainly due to the lack of information on the possible adverse effects of vaccination. The degree of acceptance of COVID-19 vaccines by respondents is low compared to the degree of acceptance of vaccines included in the national vaccination scheme and optional vaccines other than COVID-19. It is necessary to carry out a pro-vaccination campaign, conducted by communicators with probity in professional practice, to increase the confidence of the population in COVID-19 vaccines approved worldwide and the degree of acceptability of vaccination as an effective measure to combat the spread of the pandemic.*

Keywords: COVID-19; pandemic; vaccination; Romania; Oltenia; hesitancy; refusal.

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1. Introduction

The last two years have posed great challenges for worldwide medicine, due to the emergence and global expansion of the new coronavirus SARS-CoV-2 (Severe Acute Respiratory Syndrome Coronavirus 2), the name given by the World Health Organization (WHO) to the new coronavirus strain. The disease caused by the SARS-CoV-2 coronavirus is known as COVID-19, being declared by the WHO as a pandemic in March 2020. Romania is one of the most affected countries in the world, if we refer to the number of people who died due to the infection with the new coronavirus.

From the date of the first case (28.02.2020) and until the end of the analyzed period (01.11.2021), the graphical variation of the statistical parameters (covid19.geo-spatial.org, 2021), in absolute figures and percentage assessments (only for the case of deceased persons), is shown in Fig. 1-4.
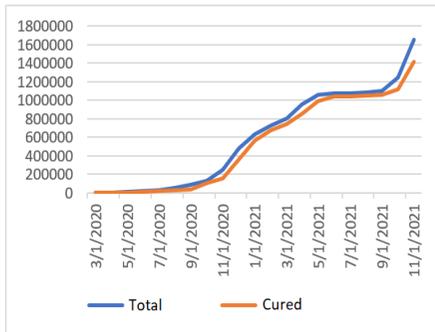
Fig. 1 Pandemic evolution (total/cured)
Data source: vaccinare-covid.gov.ro, graphs.ro, datelazi.ro
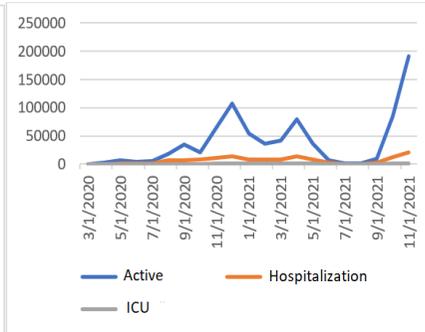
Fig. 2 Pandemic evolution (active/hospitalizations/ICU)
Data source: vaccinare-covid.gov.ro, graphs.ro, datelazi.ro
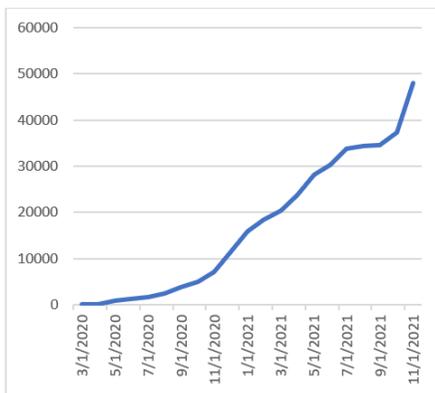
Fig. 3 Death evolution (absolute)
Data source: vaccinare-covid.gov.ro, graphs.ro, datelazi.ro
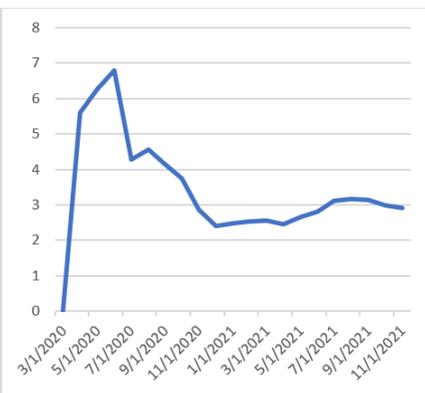
Fig. 4 Death evolution (percentage)
Data source: vaccinare-covid.gov.ro, graphs.ro, datelazi.ro

So far, Romania has gone through four waves of pandemic, (Peptan and Peptan, 2021) one harder than another, which led to a large number of infected and deceased people. The first wave occurred between the onset of the pandemic and somewhere in late May 2020. The second wave was between mid-October and the end of December 2020. The third wave occurred in the second half of March 2021 and the first part of May. The fourth wave began in September 2021 and is ongoing. By the end of the analyzed period, 01.11.2021, 1,655,021 cases of infected people and 48,073 deaths were nationally reported (see worldometers.info).

The Romanian medical system faced a lot of challenges, especially in the fourth wave of the pandemic, being close to collapse due to outdated infrastructure, lack of medical equipment and medical staff serving the COVID-19 departments (euronews.com, 2021; libertatea.ro, 2021). To this endogenous causality of the Romanian medical system was added an exogenous causality, which led to the increase of cases of infection with the new coronavirus SARS-CoV-2 at national level, respectively to the low acceptance rate of vaccination with nationally authorized COVID-19 vaccines

(Peptan and Peptan, 2021). At the time of this survey, the percentage of eligible population who have been vaccinated with at least one dose is approximately 44%, and the percentage of those fully vaccinated is 36.5%, while experts are saying that "*the vaccination rate of the population should be somewhere above 80 percent to mitigate the impact of the pandemic*" (digi24.ro, 2021; observatornews.ro, 2021). The dynamics of the fully vaccinated people, at national level, is shown in Fig. 5.
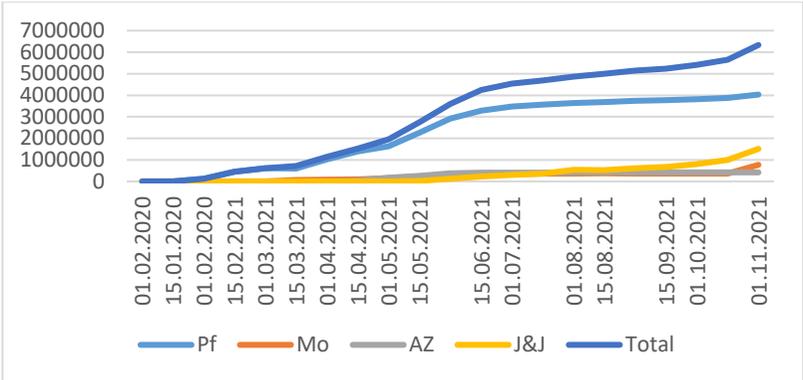
Fig. 5 Evolution of vaccination – Fully vaccinated
Data source: vaccinare-covid.gov.ro, graphs.ro, datelazi.ro

One of the causes that has led to the reserve of the population to accept the vaccination is the occurrence of side effects among people who have been vaccinated against COVID-19. The dynamics of the side effects recorded at national level is shown in Fig. 6-7. It is noticed that the total number of side effects reported per thousand doses administered is, at the end of the analyzed period, around 1.5 / 1000, a value within the parameters accepted by the international medical community.
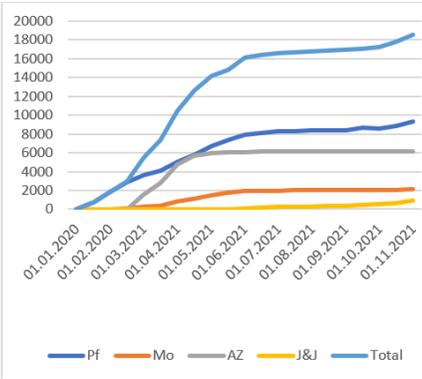
Fig. 6 Dynamics of vaccination side effects
Data source: vaccinare-covid.gov.ro, graphs.ro, datelazi.ro
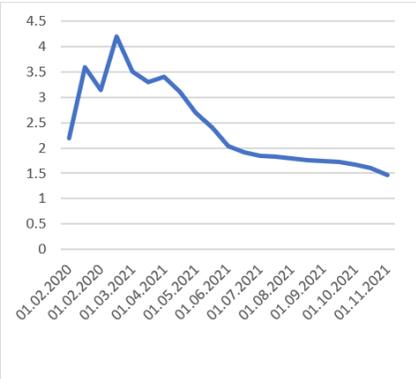
Fig. 7 Percentage change in side effects
Data source: vaccinare-covid.gov.ro, graphs.ro, datelazi.ro

At the end of the analyzed period, the situation of the total number of SARS-CoV-2 (graphs.ro) coronavirus infections and of the vaccination percentage (hotnews.ro) at the level of the counties of the Oltenia region is shown in Fig. 8-9.
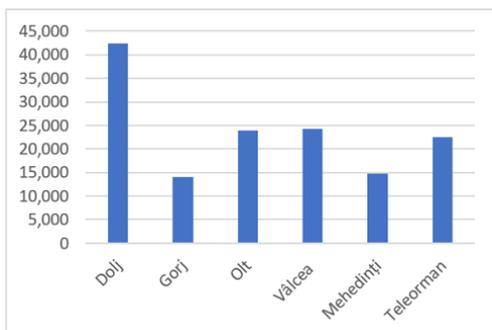
Fig. 8 Vaccination status in Oltenia
Data source: vaccinare-covid.gov.ro, graphs.ro, datelazi.ro
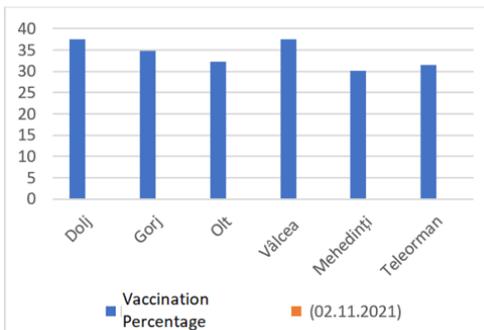
Fig. 9 Vaccination percentage in Oltenia
Data source: vaccinare-covid.gov.ro, graphs.ro, datelazi.ro

This survey is intended to offer both qualitative and quantitative research concerning the decisions of the population in the Oltenia region to hesitate, reject or accept the inoculation of a COVID-19 vaccine.

2. Research methods
2.1. Participants
Our survey was conducted during the fourth wave of the COVID-19 pandemic in Romania. The questions addressed to the population in the Oltenia region were intended to notice the reasons for accepting or rejecting the vaccination against COVID-19. In order for a person to be part of the target group, he must meet two conditions: 1) to be at least 16 years old; 2) to live in one of the counties in the Oltenia region. Participants were informed about the aim of the survey, its authors and the financing source. The questionnaires were anonymous, as there were no identifying elements of the respondents.

2.2. Procedure
An anonymous questionnaire created through the Google Forms platform was applied and it was allowed to distribute it through a weblink.The questionnaire was posted on the most used social platforms, aiming to cover the entire geographical area of Oltenia.

2.3. Measurements
The aim was to extract the following data: socio-demographic; availability of respondents regarding vaccination against COVID-19; the degree of acceptance of respondents regarding mandatory / optional vaccines, other than those against COVID-19; their confidence in vaccines and the Romanian medical system; respondents' opinion on compulsory vaccination against COVID-19.

2.4. Statistical analysis of data

The analysis and processing of the extracted data, following the application of the questionnaire, were done in the Excel program, a part of the Microsoft Office Professional Plus 2019 package. It was installed on a computer with Microsoft Windows 11 Professional operating system.

The following variables were the basis for extracting the final data: 1) age range; 2) environment of residence (rural or urban); acceptance of vaccines included in the national vaccination scheme; acceptance of optional vaccines other than COVID-19 vaccines. Depending on the variables mentioned above, we extracted data on the degree of acceptance of the COVID-19 vaccines currently available in Romania. The questionnaire also included an open-ended question as to why participants chose to be vaccinated / not to be vaccinated against COVID-19. The answers were processed manually, extracting the information that allowed us to highlight the pros and cons of the vaccine.

3. Results

The present survey includes the analysis of a number of **596** valid **answers**. The socio-demographic data of the participants are shown in Table 1.

Age / sex / county	PhD	Faculty	Master	Gymnasium	High School	Total
16-20 years		25			11	36
Female		20			9	29
Male		4			2	6
Do not answer		1				1
21-25 years	1	139	49	1	23	213
Female	1	99	33		21	154
Male		40	16	1	2	59
26-30 years		33	36		6	75
Female		17	25		3	45
Male		16	11		3	30
31-35 years	2	30	27		4	63
Female		21	19		1	41
Male	2	9	8		3	22
36-40 years	5	34	23	1	10	73
Female	2	19	13		6	40
Male	3	15	10	1	4	33
41-45 years	4	33	14		8	59
Female	3	17	6		3	29
Male	1	16	8		5	30
46-50 years	13	15	9		5	42
Female	7	8	4		3	22
Male	6	7	5		2	20
51-55 years	6	5	6	1	3	21
Female	4	4	5		2	15
Male	2	1	1	1	1	6

56-60 years	1	4	3	1	1	10
Female		1	2	1		4
Male	1	3	1		1	6
61-65 years	2					2
Male	2					2
66+ years	1	1				2
Female	1	1				2
Total	**35**	**319**	**167**	**4**	**71**	**596**

some of the survey participants specified the level of ongoing studies.

3.1. The trust given to doctors

Approximately 85% of respondents have trust in doctors in Romania (Fig. 10). The high degree of confidence can be explained, in part, by the high percentage of respondents with a higher education out of the total number of respondents (87.4%).

	Yes		No	
Mean	46.27273	Mean	7.909091
Standard Error	13.88727	Standard Error	4.185374
Standard Deviation	46.05886	Standard Deviation	13.88132
Sample Variance	2121.418	Sample Variance	192.6909
Confidence Level (95.0%)	30.94276	Confidence Level (95.0%)	9.325594
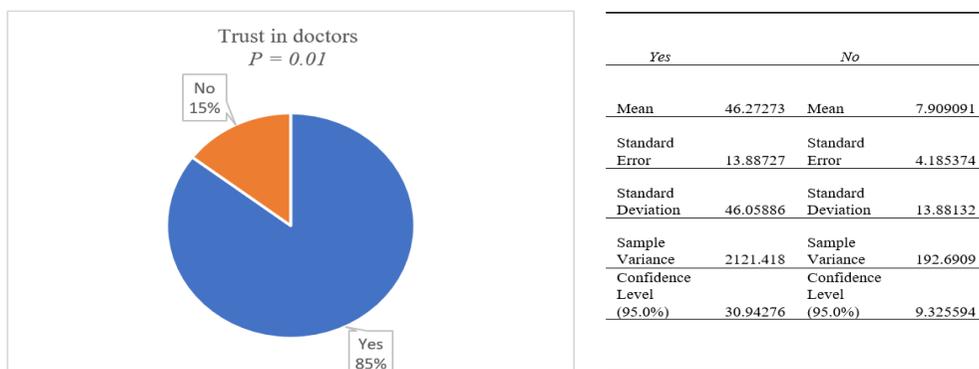
Fig. 10. The level of trust given to doctors

3.2. The trust given to the Romanian medical system

Compared to the trust shown to doctors, the Romanian medical system enjoys the trust of only 44% of respondents (Fig. 11).

	Yes		No	
Mean	30.09091	Mean	24.09091
Standard Error	8.689026	Standard Error	9.428636
Standard Deviation	28.81824	Standard Deviation	31.27125
Sample Variance	830.4909	Sample Variance	977.8909
Confidence Level (95.0%)	19.36036	Confidence Level (95.0%)	21.00831
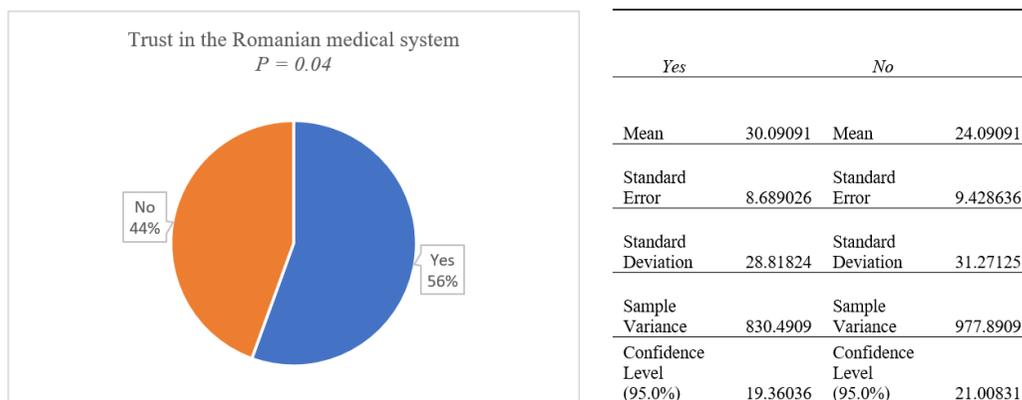
Fig.11. The level of trust given to the Romanian medical system

3.3. Analysis of vaccination of the population

The comparative analysis of the ratio between the vaccinated people with the mandatory vaccines included in the national scheme of Romania and with optional vaccines, other than the COVID-19 ones, is shown in Fig. 12.

Mandatory vaccines - Yes		Mandatory vaccines - No			Optional Vaccines - Yes		Optional Vaccines - No	
Mean	50.09091	Mean	4.090909		Mean	52.72727	Mean	1.454545
Standard Error	15.33294	Standard Error	2.758308		Standard Error	16.85451	Standard Error	1.114888
Standard Deviation	50.85362	Standard Deviation	9.148274		Standard Deviation	55.90007	Standard Deviation	3.697665
Sample Variance	2586.091	Sample Variance	83.69091		Sample Variance	3124.818	Sample Variance	13.67273
Confidence Level (95.0%)	34.16393	Confidence Level (95.0%)	6.145894		Confidence Level (95.0%)	37.55418	Confidence Level (95.0%)	2.484125

Fig. 12. Graphical representation of vaccinated people with vaccines included in the national vaccination scheme and with optional vaccines other than the COVID-19 ones.

The respondents' degree of confidence in vaccines other than the COVID-19 ones is shown in Fig. 13.

	Yes		No
Mean	45.45455	Mean	8.727273
Standard Error	13.46535	Standard Error	4.62226
Standard Deviation	44.65952	Standard Deviation	15.3303
Sample Variance	1994.473	Sample Variance	235.0182
Confidence Level (95.0%)	30.00267	Confidence Level (95.0%)	10.29904
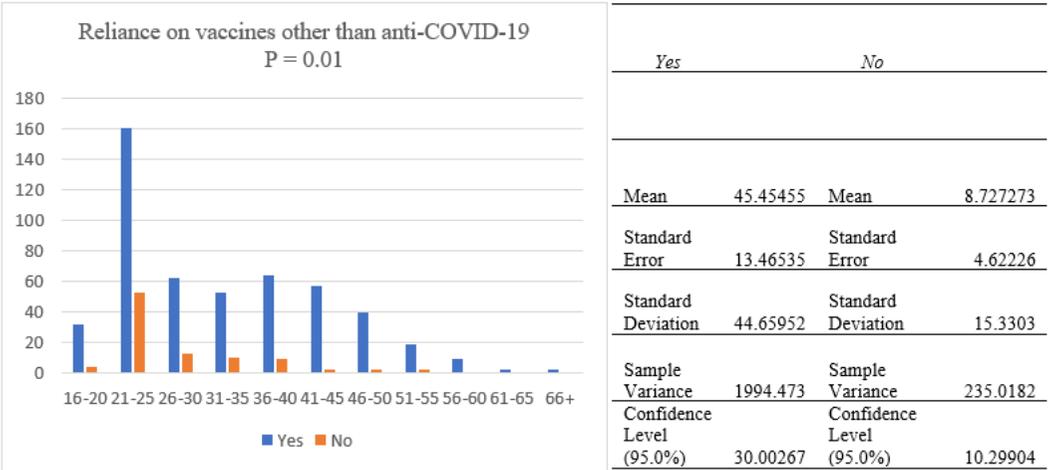
Fig. 13. Confidence of respondents in vaccines other than COVID-19

Regarding the infections with COVID-19, out of the total number of respondents, 24.66% state that they have been infected with COVID-19, the most affected age ranges being 21-25 and 36-40 years old (Fig. 14).

	Yes		No	
Mean	13.36364	Mean		40.81818
Standard Error	4.065985	Standard Error		13.86547
Standard Deviation	13.48535	Standard Deviation		45.98656
Sample Variance	181.8545	Sample Variance		2114.764
Confidence Level (95.0%)	9.059578	Confidence Level (95.0%)		30.89419
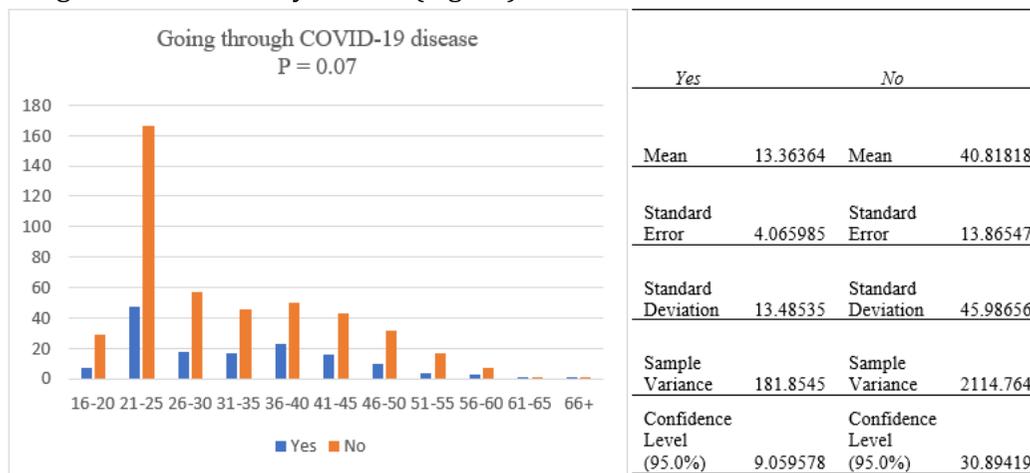
Fig. 14. Graphic representation of people who have been infected with COVID-19

Concerning the vaccination against COVID-19, 67.95% of the total respondents were vaccinated with one of the vaccines available in Romania. Respondents in rural areas are vaccinated in a proportion of 59.30%, and in urban areas 71.46% (Fig. 15). The high degree of vaccination of respondents is closely correlated with the level of their education (87.4% of respondents have higher education).

Vaccinated - urban		Unvaccinated - urban		Vaccinated - rural		Unvaccinated - rural	
Mean	0.064966	Mean	0.025943	Mean	0.053911	Mean	0.036998
Standard Error	0.017561	Standard Error	0.01103	Standard Error	0.021197	Standard Error	0.017073
Standard Deviation	0.058244	Standard Deviation	0.036583	Standard Deviation	0.070303	Standard Deviation	0.056624
Sample Variance	0.003392	Sample Variance	0.001338	Sample Variance	0.004942	Sample Variance	0.003206
Confidence Level (95.0%)	0.039129	Confidence Level (95.0%)	0.024577	Confidence Level (95.0%)	0.04723	Confidence Level (95.0%)	0.038041

Fig. 15. Graphic representation of respondents' vaccination against COVID-19 - rural vs. urban

Referring to the degree of confidence of respondents in COVID-19 vaccines, in all age groups, the Pfizer vaccine has a high confidence (Fig. 16).
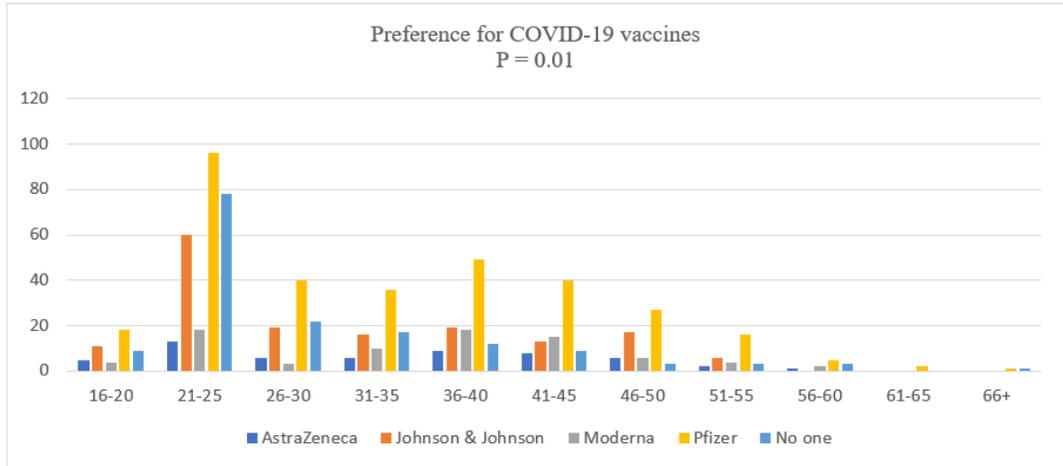
Fig. 16. Respondents' preferences regarding COVID-19 vaccines

When asked "Do you think that COVID-19 vaccination should be mandatory?", 38.76% of respondents believe that this measure would be beneficial (Fig. 17).
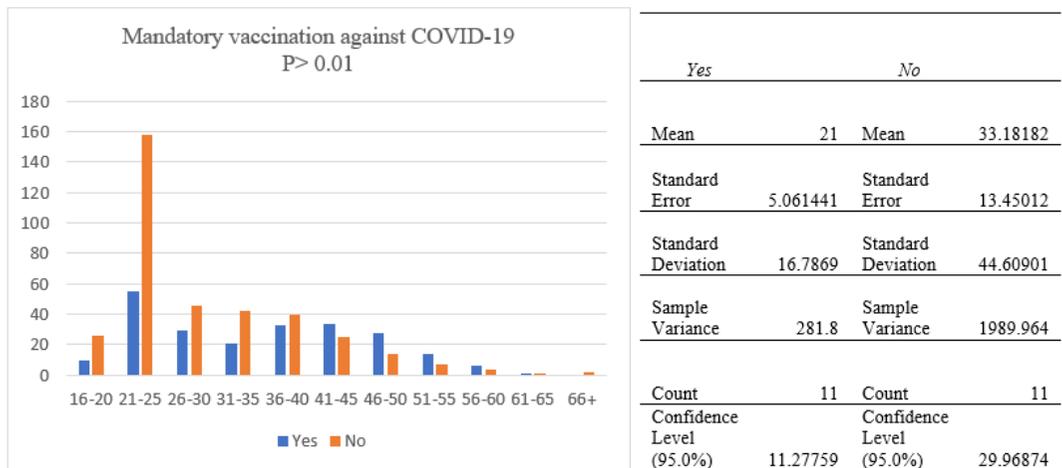
	Yes		No	
Mean	21	Mean		33.18182
Standard Error	5.061441	Standard Error		13.45012
Standard Deviation	16.7869	Standard Deviation		44.60901
Sample Variance	281.8	Sample Variance		1989.964
Count	11	Count		11
Confidence Level (95.0%)	11.27759	Confidence Level (95.0%)		29.96874

Fig. 17. Graphic representation of respondents' views on the mandatory vaccination against COVID-19

4. Discussions

The existing studies (Yoda, Katsuyama, 2021; Gyeltshen, Dema, Ahmadi et al, 2021; Aggarwal, Madaan, Sharma, 2021), which debate the issue of hesitation, rejection or acceptance of vaccination, reveal an increase in acceptance, with the exception of a few states, such as Romania. The low degree of vaccination in our country raises serious

questions about the reasons behind the opposition of people. Among the surveyed participants, the percentage of those who have been infected amounts to 24.66%, and of those vaccinated against COVID-19 amounts to 67.95%. By age categories, the degree of acceptance of vaccination is shown in Table 2.

Age range	Vaccinated	Unvaccinated	Total
16-20 years	3.69%	2.35%	6.04%
21-25 years	21.31%	14.43%	35.74%
26-30 years	7.38%	5.20%	12.58%
31-35 years	6.38%	4.19%	10.57%
36-40 years	9.56%	2.68%	12.25%
41-45 years	8.22%	1.68%	9.90%
46-50 years	6.54%	0.50%	7.05%
51-55 years	3.19%	0.34%	3.52%
56-60 years	1.17%	0.50%	1.68%
61-65 years	0.34%	0.00%	0.34%
66+ years	0.17%	0.17%	0.34%
Total	**67.95%**	**32.05%**	**100.00%**

According to the respondents' answers regarding the vaccination against COVID-19, those in rural areas are vaccinated in a percentage of 59.30%, and in urban areas in a percentage of 71.46% (Fig. 15). It is noted that these percentages are significantly higher than the official data on the national vaccination rate (36.5%) or the vaccination rate in the counties in the Oltenia region (Fig. 9). The explanation is due to some limitations of the research, of which the highest degree of influence has the very high percentage of respondents with a higher education.

The vaccine preferred by respondents is Pfizer (330 people). 80 people voted for the Moderna vaccine. The rest of the people opted for the AstraZeneca and Johnson & Johnson vaccines. Johnson & Johnson has also seen an increase in demand with the introduction of the green certificate, thanks to the single dose and the acquirement of the green certificate in a shorter period of time compared to the two-dose vaccines.

Regarding the degree of acceptance of the COVID-19 vaccine (Fig. 15), the extracted data reveal an increased reserve compared to the degree of acceptance of the mandatory vaccines included in the Romanian national vaccination scheme (Fig. 12).

The answers to the open-ended question regarding the participants' reasons for getting vaccinated / not getting vaccinated against COVID-19 reveal that those who chose to get vaccinated offer the following arguments: the desire to be healthy, the protection of family and loved ones; trust in the medical act; the desire to obtain the green certificate and not to be restricted; the desire to overcome this oppressive period. The reasons of those who have not been vaccinated are as follows: lack of information on COVID-19 vaccines, vaccination is an experiment for which pharmaceutical companies and / or medical staff do not assume possible side effects, lack of information on side effects that may occur over time.

5. Research limitations

Although our survey features many strengths, there are some limitations that influence the results.

The percentage of respondents is not uniform in the Oltenia region, about 60% of respondents being from Dolj, Gorj and Mehedinti counties.

Another limitation, which has the greatest degree of impact on the results of our survey, is determined by the level of education of the respondents, 87.4% of them having higher education, the remaining 12.6% having only pre-university studies.

The lack of a question about the existence of participants' comorbidities. Such a question would have helped us to determine the degree of acceptance of the vaccination much better.

6. Conclusions

The data we obtained from the application of the questionnaire in the geographical area of Oltenia reveal, first of all, the willingness to answer the questions, in a significant percentage, of the respondents with a higher education (87.4%) and less of those with a lower level of education. We find such data in most studies that deal with this topic (Ladhani, 2021; Carnalla, Basto-Abreu, Stern et al, 2021; Holzmann-Littig, Braunisch, Kranke et al, 2021; Fakonti, Kyprianidou, Toumbis , 2021; de Bruin, Ulqinaku & Goldman, 2021; Lin, Chou, Chang et al 2021). A first conclusion can be drawn, i.e. the level of involvement of people in the Oltenia region in managing issues of interest to society is directly proportional to the level of education.

Closely correlated with the previous issue, the survey shows that the vaccination rate in the Oltenia region is 59.30% in rural areas and 71.46% in urban areas, largely characterizing the category of people with a higher education.

There is a significant percentage of respondents (32.05%) who refuse vaccination, the reasons underlying this decision being closely correlated with the degree of their information on the effects of vaccination.

The degree of acceptance of COVID-19 vaccines remains low compared to the degree of acceptance of vaccines included in the national vaccination scheme and optional vaccines other than COVID-19 which is 92.45%.

It is noted that there is a high percentage of participants who believe that vaccination against COVID-19 should be mandatory (38.76%) highlighting the high level of awareness of the negative effects of the pandemic.

Finally, we believe that a COVID-19 vaccination campaign, based on scientific data presented by medical specialists, will help increase the vaccination rate, as it is known that vaccination is the most effective way to prevent infection with the new coronavirus SARS -CoV-2.

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UNEMPLOYMENT AS A FACTOR INFLICTING HIGHER CRIMINALITY IN THE SLOVAK REPUBLIC

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Abstract: *Crime is a serious problem in every society in the world. The aim of this paper is to explain the relationship between crime and unemployment in the Slovak Republic. The study uses panel data from all 8 regions in the Slovak Republic for the period 1997 - 2019. To determine the relationship econometric techniques are used in the form of OLS estimator. In the chapter Results, we estimate 4 different forms of models that use fixed as well as time effects of individual regions. Correlation analysis showed weak to moderate links between different types of criminal activity and unemployment. The estimated coefficients of the models indicate weak impact of unemployment and lagged unemployment rate on crime in Slovakia. Theoretical perspectives of crime-unemployment relationship could be accepted only to a small extent. The statistical significance of the estimated models is weak, which means that unemployment is not one of the driving factors of crime in Slovakia.*

Keywords: Crime; Unemployment; Motivation; Opportunity; Violence

1. Introduction

The social environment is a very interesting subject of research for the general public and academia. There are many factors that can have a major impact on criminality not only in terms of social environment. Generally, it is very difficult to claim that the factors that affect crime, also cause it. Of course, there is a relationship between them through which the social environment and crime interact. This article focuses on the identification of the relationship between unemployment and crime in the conditions of the Slovak Republic. Crime and unemployment are among the biggest social problems. Both significantly affect the quality of life of the individual, and society. Moreover, they are also both important issue for economic policy, and thus play an important role in political life. The crime-unemployment relationship is therefore relevant and interesting because of its importance for policy makers.

For several decades, economists but also representatives of other disciplines and social policy interest in the question of the relationship between unemployment and crime. Many studies have been carried out on this topic, which have yielded various results. Some economists argue that raising the unemployment rate will increase criminal activity because people who have lost their jobs are more motivated to commit a crime (Levitt, 2001). Thus, there is a positive correlation between the variables, and as one variable increases, so does the other. On the contrary, the findings of other authors (Cohen, 1981; Britt 1994) point to the exact opposite. Their results show a negative correlation between the variables and that criminal activity also decreases with the decline in unemployment. This relationship is justified by the fact that people to a greater extent remain in their homes, thereby protecting their property, and therefore it is difficult to commit property crime activity.

What is the relationship between unemployment and crime? Is it positive? Negative? Is there any relationship at all between these variables? We will explain the answer to these questions by analysis using econometric modelling on the following pages of our paper.

2. Literature review

Significant interest in the study and research of crime in relation to unemployment appears in the second half of the 20th century, specifically in the 1960s. An eminent work was an article by Becker (1968), who was the first to choose an economic approach to solving the problem. It was followed by a series of many research articles that dealt with this issue.

Britt (1994) assumed that most criminal activity is committed by juveniles up to the age of 20. Therefore, examined the relationship of crime and unemployment on data consisting of time series of adolescents aged 16-19 years in the US for the period 1958 - 1990. The research results suggest that violent criminal activity (murder and aggravated assault), as well as property criminal activity (robbery, burglary, larceny, car theft) are negatively correlated with the unemployment rate of juveniles. The effect of the year-on-year change in unemployment is positively correlated with criminal offenses, but it is statistically significant only in the case of robbery, burglary and larceny. Car thefts are negatively correlated with the unemployment rate.

Cantor and Land (1985) used time series data for research in the United States. The period of their research deals with the period from 1946 to 1982. The authors test two hypotheses:
1. The unemployment rate in year t will have a negative effect on fluctuations in criminal offenses in a given year - the opportunity effect.
2. Year-on-year change of the unemployment rate will have a positive effect on fluctuations in criminal offenses in the coming year - a motivational effect.

In the case of burglary, robbery and larceny, the results of their research are in line with what they expected. Rape and aggravated assault did not show any consistent link with unemployment rates or fluctuations.

In the literature focused on crime-unemployment relationship, two views are very often mentioned. Motivational view assumes positive relationship between crime and unemployment and the adverse economic conditions of life. However, we can talk about two different sources of motivation to commit crime. One of them is a frustration. Greenberg (1977, 1985) argues that frustration comes from the situation that people are not able to keep or get a job but at the same time trying to keep or even increase their standard of living. Based on this statement, we assume that if the economic conditions of the population deteriorate, for example through redundancies and rising unemployment, frustration will spread among people more quickly and the share of the frustrated group of the population in the total population will increase. Increased frustration will ultimately lead to an increase in crime. Becker (1968) names the second source of motivation a result of the comparison of costs and benefits of an individual who is considering whether to become a criminal or live a legitimate life. As in the case of frustration, it is assumed that this source of motivation also supports an increase in crime among unemployed people. The individual assumes that the total cost of committing a crime is relatively low compared

to the profit that the crime will bring. In both cases, it can be argued that poor economic conditions result in an increase in crime, as the proportion of the population prone to crime increases.

The opportunity perspective speaks of crime as a function of offering potential offenders and a function of offering suitable targets on which crimes would be committed (Britt, 1994; Cohen, 1981). The difference between the opportunity and the motivational view of crime lies in the expected effect of unemployment on crime. On opportunity effect, there is a presumption that in the event of deteriorating economic conditions, e.g., rising unemployment, crime will fall. The theory behind this statement is that if the economy is in a state of economic downturn (recession) and unemployment is rising, people are buying less property and the movement of people is reduced, meaning, that people stay more in their homes. We assume that property crime, e.g., robberies or burglaries are more common in cases where homeowners are not present. From this point of view, unemployed people act as a kind of protection of their property and prevention of criminal activity. Of course, it is not possible to claim that the influence of the opportunistic factor will reduce crime to zero, but the risk of theft or rape can be significantly reduced by its influence. The occasional effect is more pronounced in the investigation of property crime than in violent crime.

Fougère et al. (2009) examined the relationship between unemployment and 17 different types of criminal activity. The authors used panel data for 95 French departements for the period 1990-2000. The results of their research point to a positive relationship between the observed variables. The authors argue that reducing youth unemployment would lead to a reduction in some crimes, such as robbery or burglary. The study also shows that some types of crime have not shown any relationship with unemployment.

Altindag (2012) used panel data created from a group of 33 European countries in his research and thus examined the relationship between variables in a cross-sectional sample for several countries. The author pointed out the positive relationship between unemployment and property crime. We also use panel data, which are only for the Slovak Republic, but it is divided into 8 regions, each of which forms a separate panel.

An interesting work is the study by Sachsida et al (2010), in which the authors found a positive relationship between crime, income inequality and unemployment in Brazil. According to their findings, poverty does not have a significant impact on crime. However, what has a significant effect on crime is income inequality, in which the authors have discovered a one-sided causal relationship, and thus it can be said that income inequality is one of the factors that create crime. In contrast, some studies (Tang, 2010; Hamzah and Lau, 2013) have found a positive correlation between poverty and unemployment.

Using Granger's causality test, Narayan and Smyth (2004) examined the relationship between various types of crime and youth unemployment and the real average weekly income of men in Australia from 1964 to 2001. Using the concept of cointegration, they concluded that fraud, murder, and auto-theft are linked to youth unemployment and real average weekly income.

Edmark (2005) examines the relationship between unemployment and property crime in the Swedish environment in a period 1988-1999. The author of the research uses panel data to reveal the relationship and estimates models using

fixed effects. In the model, the author includes socio-demographic variables, but also dummy variables that capture the effects of individual regions and time. The research results shows that unemployment has a positive and statistically significant effect on some types of property crime - burglary, car theft and bicycle theft.

Fallahi, Pourtaghi, Rodríguez (2012) focus in their study on the effect of the unemployment rate on the volatility of crime in the USA. The authors found that integrated or long-term relationships occur only in burglary and theft of motor vehicles. The results suggest that the unemployment rate has a significant impact on burglary and theft of motor vehicles only in the short term, and unemployment volatility has a negative impact on theft of motor vehicles regardless of the time span. However, in the short term it has a positive effect on burglary and in the long term no effect.

Economists Thornberry and Christenson (1984) examined the reciprocal relationship between crime and unemployment. In their work, they argue that variables are interdependent, which means that one affects the other and vice versa. Thus, there is backward causality between the variables, and therefore it cannot be clearly stated that higher/lower unemployment causes higher/lower crime. The results of their reciprocal model are significantly more accurate than models that consider one-way causality.

3. Methodology

The data in our research represent 8 types of criminal activity - murder, rape, aggravated assault, robbery, burglary, larceny, car theft and drug crime, which will act as a dependent variable. Independent, and thus explanatory variable is the unemployment rate and the unemployment rate of the previous year (lagged). Data are collected for 8 territorial units (regions) in the Slovak Republic[43]. Thanks to the division of total data for the Slovak Republic into 8 regions, it is possible to create and use panel data for analysis, which allows us to include fixed effects, and thus unobserved effects that could cause a potential bias of the estimated coefficients. Data on criminal offenses were collected from the database of the Ministry of the Interior of the Slovak Republic. The unemployment rate for each region was obtained from the Datacube database of the Statistical Office of the Slovak Republic. All data were collected for the period 1997 - 2019 and form a balanced data panel. Descriptive statistics are given in Table 1.

Table 1 Descriptive statistics

Variable	Source	Mean	St. deviation	Min	Max
Murder	A	12.34	6.027	2	30
Rape	A	17.67	8.25	1	42
Aggravated assault	A	355.46	153.8	79	755
Robbery	A	143.82	90.47	10	508
Burglary	A	2061.19	1223.17	304	5707
Larceny	A	68.26	21.04	27	153
Auto theft	A	512.63	526.21	63	3055
Drugs	A	190.65	227.45	16	1256

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[43] Bratislava, Trnava, Trencin, Zilina, Nitra, Banska Bystrica, Presov, Kosice

Unemployment	B	11.99	6.33	1.98	26.02
Number of observations is 184.					
A – Ministry of the Interior of the Slovak Republic					
B – Statistical Office of the Slovak Republic					

Source: *own calculations*

The research methodology occurs in several authors (e.g., Levitt, 2001). As time series are non-stationary and show a certain trend over time, it is necessary to eliminate this trend. By controlling the time and region fixed effects are used data detrended, which ensures stationarity, and therefore it is not necessary to use the first difference, but we can use lagged variable instead (see Results section). In this way, it is possible to better capture the impact of unemployment and unemployment from the previous year on the crime. The estimated model has the following form:

$$C_{it} = \beta_0 + \beta_1 U_{it} + \beta_2 U_{it-1} + K_{it} + T_{it} + \alpha_t + \varepsilon_{it} \qquad (1)$$

Where:

- C_{it} is the number of crimes in the region i at time t
- U_{it} is the unemployment rate in the region i at time t,
- K_{it} is the fixed effect of the region i at time t
- T_{it} is the fixed effect of a given year at time t
- α_t is the region x time trend
- ε_{it} is the error term

The parameters β_1 and β_2 are the parameters we estimate and are most interested in, and β_0 is the constant.

According to Levitt (2001), there are three main advantages of using panel data analysis in a relation of crime and unemployment.

Firstly, since the panel data consist of multiple observations of the same entity over a longer time period, it is possible to eliminate the so-called time-fixed effects. Therefore, it is possible to control any unobserved shocks that affect the whole country (as the example could be the changes in the economic policy of the country or demographics). It is also possible to take into account the modelling of fixed effects of individual entities, which in our case represent individual regions of Slovakia. In this way, it is possible to control comparisons using variations within the regions and not across them. Both methods make it possible to control differences, which are only very difficult to quantify. With the involvement of variables controlling characteristics that do not change over time, the big advantage is that the model only takes into account the characteristics of the monitored entities that change over time. In models, in which the fixed effects of regions and time are incorporated in the regression, the estimated coefficients come only from changes within regions over time.

Secondly, panel data provide an advantage in the form of a high number of degrees of freedom that allow you to control the large number of time-varying factors that may be correlated with both unemployment, as well as crime and unlike the time series of nationwide lead to unbiased estimates. As an example, variables such as the number of prisoners, alcohol consumption or changes in income inequality.

The third advantage is the use of variance, which offers the distribution of data into smaller units compared to data that describe the economy as a whole. It is almost certain that each monitored entity (in our case a region) has a different rate of unemployment and crime, and therefore there are regional differences between

them. The disaggregation of time series at the whole level into several smaller units allows the use of variance in this data.

There are also some possible disadvantages/weaknesses connected with the use of panel data. One of them is the use of the time and region fixed effects. By using these dummy variables, it is possible to identify only a short-term relationship between the observed variables. The author claims that if there is a high correlation between variables across the observed regions (in our case fixed effects of individual regions) or across time (observed years), then there is only a low variance, which makes it possible to correctly estimate the coefficients.

4. Results

The chapter Results deals with the interpretation of the results of econometric models that we have estimated. Before we look at the correlation between the different types of crime and unemployment rate, it is important to look at the structure of crime in the Slovak Republic.

Figure 1. Structure of crimes in the Slovak Republic, 2019
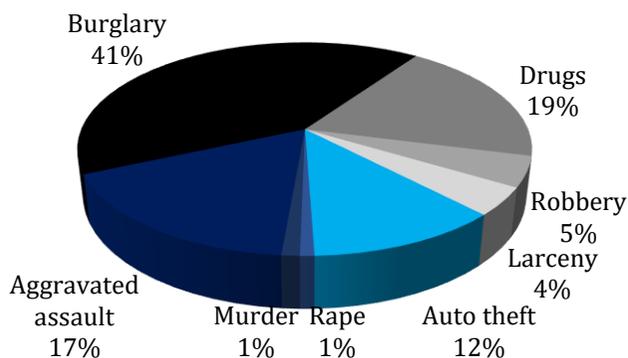
Source: Ministry of the Interior of the Slovak Republic

Figure 1 shows the structure of criminal offenses in the Slovak Republic in 2019. The figure shows only those criminal activities that later enter the econometric analysis. The most frequent crime in 2019 in Slovakia was burglary (3 693 cases) with 41% of the total number of all crimes. Most burglaries are recorded in the Bratislava region (717). They are immediately followed by drug crime, where 1 791 cases were recorded, most of them again in the Bratislava region (405).

Of the violent criminal activities, we observe that the most frequent cases of aggravated assault were recorded (1 518), the highest number of which was in 2019 in the Zilina region (289). If we divide the total observed crime into violent crime (murder, rape, personal injury) and property crime (burglary, robbery, larceny, car theft), we see that violent crime accounts for only 19% of recorded crimes. Property crime up to 62%. The remaining 19% is attributed to drug crime, which we do not classify as violent or property crime.

Table 2. Correlation matrix

	Murder	Rape	Assault	Robbery	Burglary	Larceny	Auto theft	Drugs	U**
Murder	1								
Rape	0.364	1							
Assault*	0.443	0.661	1						
Robbery	0.575	0.524	0.525	1					
Burglary	0.621	0.598	0.770	0.742	1				
Larceny	0.191	0.111	-0.013	0.506	0.274	1			
Auto theft	0.529	0.109	0.141	0.646	0.578	0.526	1		
Drugs	0.195	-0.168	-0.309	0.387	0.032	0.615	0.587	1	
U**	0.220	0.451	0.651	0.124	0.419	-0.353	-0.285	-0.542	1
*Aggravated assault									
** Unemployment									

Source: *own calculations*

By calculating the correlation coefficients, it is possible to lay the foundations of econometric analysis and thus determine the strength of the links between the observed variables. Table 2 provides an overview of the links between all types of crime. It is worth looking at the correlation coefficients for robberies, which acquire high values (apart from the correlation with unemployment). Based on these coefficients, we could say that during the robbery there will be a murder (0.621) or a car theft (0.646). The relationship between drug-related crime and aggravated assault (-0.309) offers interesting value. According to this coefficient, there is an inverse relationship between the variables, and it can therefore be argued that, in addition to drug crime, violence in the form of bodily harm is reduced. However, we are most interested in the last row of the table, which shows the strength of the links between different types of crime and unemployment. We observe the strongest relationship with aggravated assault (0.651), which suggests that people losing their jobs are frustrated and increase their nervousness and aggression, which results in violent crime. We also observe a positive relationship in other violent acts - the murders of 0.220, or rape (0.451). On the other hand, in case of property crime, the coefficients are negative for larceny (-0.353) and car theft (-0.285), which supports the theory of opportunity effect. The robbery coefficient is 0.124, indicating a weak link to unemployment.

The values obtained by correlation analysis indicate a pairwise correlation between the variables. The sign in front of the correlation coefficient provides a good insight for what signs can we expect for unemployment coefficients (β_1 and β_2) in the estimation of econometric models.

To be able to accurately quantify the relationship between crime and unemployment, it is necessary to perform a regression analysis model in which the dependent variable represents different types of criminal activities and regressors are the unemployment rate and lagged rate of unemployment (t-1). Table 3 presents the results of these regression models. The table lists 4 different variants of each model with respect to whether they control region fixed effects, time effects, and the interaction variable for time and fixed effects. Models with a linear time trend were also estimated, but their results did not differ, which we attribute to the fact that all

time effects are absorbed in fixed time effects. Robust standard errors are shown in parentheses below the individual coefficients.

Models (1) do not include any effects or interactions and are therefore estimated as cross-sectional data. The coefficients are positive for 7 out of 8 (excluding drugs) crimes, which contradicts the opportunity effect hypothesis. The results of these models do not support theoretical assumptions. We expected the opportunity effect mainly in connection with property crime, as this effect presupposes an increase in the number of people staying in their homes and thus higher protection of property. On the contrary, for all types of property crime, the coefficients are positive. For the crimes of homicide (0.480), aggravated assault (13.312), burglary (143.851) and car theft (26.050), the estimated coefficients are statistically significantly different from zero, indicating that an increase in unemployment leads to an increase in violent and property crime of this kind. Thus, there is a rather motivational effect and frustration, which causes people to be unable to cope with job loss and lost income. In the case of drug related crimes, the coefficient is negative as expected, but together with other crimes and unfair activity it is not statistically significant. Looking at the lagged unemployment rate, the rape coefficient is statistically significant (0.463) and even has the expected positive sign. Thus, there is a motivational effect to commit crime. Statistical significance can be noticed also in property crime through larceny (-1.754), auto theft (-7.128) and even in drug-related crime (-19.936). However, this coefficient acquires a negative value and refuses the hypothesis of the motivational effect, which assumes a positive sign in unemployment with a one-year lag. However, we assume that the model specification is not complete and there are other factors that are not included in the model and need to be considered. Therefore, we consider these estimates to be biased by the omitted variable. We can control them by implementing of fixed and time effects, which take into account the influences that do not change over time (fixed effects of the regions) and possible shocks that occurred during individual years. That is a reason why the models estimated on the panel data have a higher informative value.

The results of models with included fixed and time effects and their interaction can be observed in columns (2) - (4). Models (2) include fixed effects of individual regions and thus allow to control influences that are time-invariant. Models (3) control for both region and time fixed effects, e.g., inflation or demography. Thus, that the identification of model comes only from changes within the counties over time. The latest models (4) control as time, as well as fixed effects and include interaction term, which allows us to capture unobserved influences, which vary over time.

Table 3: OLS regressions (full model)

Dep. variable	(1)			(2)			(3)			(4)		
	Constant	U	U(t-1)	Constant	U	U(t-1)	Constant	U	U(t-1)	Constant	U	U(t-1)
Murder	9.831***	0.480**	-0.282	5.013***	0.497**	0.093	10.820***	0.677	-0.434	11.607*	0.465	-0.179
	(1.085)	(0.192)	(0.207)	(1.149)	(0.196)	(0.185)	(2.659)	(0.568)	(0.604)	(4.981)	(0.493)	(0.511)
Rape	9.955***	0.153	0.463*	10.166***	0.117	0.481	12.807*	0.233	0.203	20.183	0.227	0.075
	(1.172)	(0.228)	(0.259)	(1.795)	(0.205)	(0.280)	(5.628)	(0.504)	(0.648)	(11.955)	(0.509)	(0.797)
Assault[A]	159.406***	13.312***	2.480	119.455***	13.206***	5.825**	399.746***	16.619***	-12.741**	417.808***	17.505***	-13.402**
	(17.430)	(4.139)	(4.171)	(26.226)	(3.267)	(2.113)	(66.625)	(4.477)	(4.972)	(72.564)	(4.301)	(4.506)
Robbery	120.914***	2.160	-0.257	63.644**	1.908	4.636*	232.888**	-2.618	-3.299	276.809***	-5.699*	-2.237
	(19.614)	(2.510)	(3.035)	(18.515)	(1.707)	(2.352)	(87.630)	(2.753)	(5.266)	(48.963)	(2.566)	(5.051)
Burglary	1,076.387***	143.851***	-66.704	119.805	142.637***	12.115	3,580.561***	-56.243	62.024	3,518.892***	-84.987	95.926
	(200.497)	(36.233)	(40.911)	(297.870)	(26.898)	(27.328)	(926.130)	(86.752)	(82.681)	(765.941)	(57.249)	(95.817)
Larceny	84.134***	0.450	-1.754***	74.863***	0.413	-0.966*	88.475***	-0.083	-1.630	105.016***	-0.925	-1.064
	(4.263)	(0.575)	(0.637)	(3.388)	(0.449)	(0.422)	(20.250)	(1.011)	(1.828)	(25.665)	(1.009)	(2.134)
Auto theft	819.238***	26.050*	-51.752***	236.307***	27.007***	-5.370	2,220.808**	-85.413*	4.880	2,265.666***	-108.368**	28.292
	(115.510)	(13.523)	(15.966)	(21.848)	(6.817)	(6.000)	(718.238)	(43.068)	(16.476)	(506.249)	(33.397)	(21.405)
Drugs	448.275***	-0.674	-19.936***	302.960***	-1.253**	-7.578**	74.766*	12.961	-17.169	76.101	13.668	-23.650
	(49.489)	(4.938)	(6.090)	(34.369)	(0.519)	(2.985)	(39.017)	(7.725)	(9.902)	(75.871)	(10.760)	(12.653)
Observations	184			184			184			184		
Fixed effects	NO			YES			YES			YES		
Time effects	NO			NO			YES			YES		
Fixed x Time	NO			NO			NO			YES		

Robust standard errors in parentheses.

A – Aggravated assault

*** 99 % statistical significance; ** 95 % statistical significance; * 90 % statistical significance

Source: own calculations

A comparison of models involving only region fixed effects (2) and both fixed effects (3) shows that time effects have a more significant impact. From this, we conclude that the correlation between crime and unemployment is stronger over time than space. In models with fixed effects, up to 5 types of crime appear statistically significant and we consider the estimated coefficients to be consistent in comparison with previous ones. A more significant change occurred in estimates of the impact of the lagged unemployment rate, where there was a statistically significant motivating effect in aggravated assault (5.825) and robberies (4.636). However, estimated coefficients are not as significant as in models with time effects included. Again, the hypothesis of an opportunity effect of unemployment was not confirmed, as the coefficients lost statistical significance. The exception are the offenses of property crime by the theft of a car, wherein the coefficient is negative (-85.413), and a statistically significant on 90 % level. The expected sign is also when estimating lagged unemployment, which would confirm the motivational effect. However, the coefficient is not statistically significantly different from zero, and therefore we cannot claim that the unemployment rate from last year statistically significantly increases the number of car thefts. Looking at the models (3) with added time effects, the statistical significance of the coefficients is almost completely lost. The values of the estimated coefficients change their character. In all property crimes, the values fell to negative numbers, which supports the theory of the opportunity effect. In case of violent crimes, the coefficients remain statistically insignificant, except aggravated assault. Lagged rate of unemployment is statistically significant coefficients only in case of aggravated assault (-12.741). Models (4) provide an insight into the involvement of both the fixed effects in models and the interaction term. The violent crimes coefficients are relatively consistent. We observe a slight increase in the effect of unemployment and, conversely, a decrease in the lagged unemployment rate in aggravated assault. The statistical significance of the coefficients changed only a little. At the level of 90% significance, the effect of unemployment in robberies was manifested, and thus the opportunity effect was revealed.

Since we assume that between the unemployment rate and the lagged unemployment rate is some collinearity, in Tables 4 and 5 are shown estimates of the same models in abbreviated form. Comparison of full models in Table 3 with similar models in Tables 4 and 5 indicate the effects of the variables on different types of criminal activity are different in the case when it is estimated alone. In the abbreviated model of unemployment (Table 4), we observe that most of the coefficients are underestimated. On the contrary, they are overestimated in the approach to assault and rape. Signs of coefficients are however, in both cases the same. The unemployment rate in the previous period (Table 5) shows less consistent estimates of the coefficients, in comparison with the coefficients for violent crime, which are big. The exception is larceny and rape, the coefficients of which are relatively consistent across all model specifications. The change in the coefficients for burglary from negative to positive in model (1) is interesting, but also large differences in other models. We observe that the effect of the unemployment rate from the previous period is significantly suppressed in burglaries if the unemployment rate in contemporaneous year is also added to the model. In addition, it demonstrates a high statistical significance, which suggests that its presence in the model is justified. In other property crimes, we observe similar transformations of coefficients as in burglaries. While in the case of robberies, estimates of the impact of unemployment appear to be similar in both models. Auto theft is not consistent across all models. However, they may reflect a change in the demand for cars over time, which correlates with the number of cars on the road and thus with the potential supply of auto theft. Regarding drug crime, the estimates are similar in only 2 of the 4 models. The inclusion of fixed time effects significantly changes the nature of the estimated coefficients. The signs in the individual estimates do not change their character, except for model (3) and (4). Estimates of the impact of the lagged unemployment rate also show some inconsistency.

Table 4: OLS Regressions (Abbreviated models – Contemporaneous unemployment rate)

	(1)		(2)		(3)		(4)	
Dep. variable	Constant	U	Constant	U	Constant	U	Constant	U
Murder	9.833***	0.209***	5.491***	0.571***	14.034***	0.283*	18.901***	0.300*
	(1.056)	(0.075)	(1.123)	(0.094)	(3.153)	(0.144)	(3.021)	(0.128)
Rape	10.630***	0.587***	11.494***	0.515***	16.648***	0.407	25.706***	0.328
	(1.066)	(0.089)	(1.339)	(0.112)	(4.357)	(0.334)	(4.402)	(0.365)
Assault[A]	165.692***	15.825***	140.439***	17.931***	424.700***	5.161	475.308***	5.757
	(16.696)	(1.243)	(25.269)	(2.107)	(62.811)	(4.504)	(89.980)	(5.060)
Robbery	122.492***	1.778	75.552***	5.692***	213.235**	-5.339	304.866***	-7.427*
	(18.029)	(1.228)	(14.550)	(1.213)	(79.341)	(5.904)	(65.064)	(3.461)
Burglary	1,090.199***	80.971***	233.911	152.377***	4,001.721***	-8.892	5,038.796***	-4.931
	(195.982)	(13.654)	(256.523)	(21.392)	(812.854)	(55.861)	(766.408)	(50.604)
Larceny	82.359***	-1.176***	72.852***	-0.383	93.809***	-1.465	109.568***	-1.775
	(3.929)	(0.253)	(3.216)	(0.268)	(18.244)	(1.314)	(19.429)	(1.096)
Auto theft	797.015***	-23.715***	243.646***	22.431***	1,923.506**	-81.232*	2,438.621***	-83.129**
	(110.791)	(6.575)	(27.223)	(2.270)	(588.238)	(40.492)	(674.692)	(27.569)
Drugs	424.395***	-19.492***	281.689***	-7.592**	128.877***	-2.012	346.127***	-6.398**
	(45.802)	(2.809)	(28.701)	(2.393)	(18.931)	(1.214)	(98.897)	(2.567)
Observations	184		184		184		184	
Fixed effects	NO		YES		YES		YES	
Time effects	NO		NO		YES		YES	
Fixed x Time	NO		NO		NO		YES	
Robust standard errors in parentheses. A – Aggravated assault *** 99 % statistical significance; ** 95 % statistical significance; * 90 % statistical significance								

Source: *own calculations*

Table 5: OLS Regressions (Abbreviated model – Lagged unemployment rate)

	(1)		(2)		(3)		(4)	
Dep. variable	Constant	U(t-1)	Constant	U(t-1)	Constant	U(t-1)	Constant	U(t-1)
Murder	9.842***	0.184**	5.087***	0.570***	13.316***	0.209	13.397**	0.271*
	(1.075)	(0.078)	(1.171)	(0.095)	(2.222)	(0.158)	(4.997)	(0.133)
Rape	9.959***	0.612***	10.184***	0.593***	13.669**	0.425	21.056	0.294
	(1.170)	(0.098)	(1.801)	(0.146)	(5.640)	(0.414)	(12.966)	(0.475)
Assault[A]	159.734***	15.397***	121.422***	18.507***	461.052***	3.059	485.154***	3.498
	(17.582)	(1.295)	(25.689)	(2.085)	(67.708)	(4.696)	(70.081)	(5.233)
Robbery	120.967***	1.839	63.928**	6.469***	223.228**	-5.788	254.884***	-7.739
	(19.592)	(1.364)	(18.566)	(1.507)	(81.868)	(6.672)	(52.612)	(4.315)
Burglary	1,079.932***	72.883***	141.049	149.085***	3,373.081***	8.550	3,191.934***	13.875
	(204.073)	(14.288)	(294.513)	(23.903)	(749.646)	(58.433)	(799.516)	(61.692)
Larceny	84.145***	-1.318***	74.924***	-0.569*	88.170***	-1.709	101.455***	-1.958
	(4.253)	(0.273)	(3.345)	(0.271)	(20.229)	(1.575)	(25.145)	(1.434)
Auto theft	819.880***	-26.474***	240.329***	20.564***	1,905.717**	-76.327	1,848.759**	-76.332**
	(115.645)	(6.854)	(21.539)	(1.748)	(624.285)	(41.108)	(574.206)	(30.167)
Drugs	448.259***	-20.589***	302.773***	-8.781**	122.578**	-4.847*	128.683	-10.454**
	(49.362)	(3.028)	(34.235)	(2.779)	(36.954)	(2.416)	(78.920)	(3.664)
Observations	176		176		176		176	
Fixed effects	NO		YES		YES		YES	
Time effects	NO		NO		YES		YES	
Fixed x Time	NO		NO		NO		YES	
Robust standard errors in parentheses. A – Aggravated assault *** 99 % statistical significance; ** 95 % statistical significance; * 90 % statistical significance								

Source: *own calculation*

5. Conclusions

The issue of the relationship between crime and unemployment is an old well-known subject of research of many economists as well as other scientific disciplines. Nevertheless, economists over the last 50 years of research have not reached clear conclusions that would explain this relationship. We also do not expect a clear answer soon. In this contribution we tried to investigate the relationship between unemployment and crime in terms of the Slovak Republic.

The study uses panel data for all 8 regions of the Slovak Republic for the period 1997 - 2019 to clarify the issue. The results of our research suggest that unemployment in Slovakia does not have a statistically significant effect (or low) on the amount of observed crimes (rape, murder, aggravated assault, robbery, burglary, larceny, auto theft and crime connected with drugs). The expected assumptions of applying a motivational and opportunity theoretical view in estimating the effect of unemployment and the lagged unemployment on crime have hardly been found, or only to a very small extent. Exceptions are property crimes in the form of burglary and drug-related criminal offenses. These crimes had an opportunity effect, in which we expected negative effect of the unemployment rate. The burglary was the only one to meet expectations with a motivational effect, which was a positive sign in the estimates of the impact of the unemployment rate from the previous period. We should take into consideration that not all the estimated coefficients in the case of burglaries are statistically significantly different from zero. Looking at the aggravated assault, we found a statistically significant impact of unemployment in year t as well as t-1. The opportunity effect has not been confirmed, which we attribute to the potential increase in domestic violence due to frustration at losing a job or failing to find a new job. The motivational effect was confirmed in the model with the included fixed effects of the regions.

The presented results are not consistent with the studies dealing with this issue. Of course, it is not possible to exclude the possibility that the results are questionable because of incorrectly chosen statistical model or used methods. However, similar models and methods are used in other studies (Cantor and Land, 1985; Britt, 1994; Levitt, 2001). Our results, however, vary considerably.

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GENDER AND SUSTAINABLE DEVELOPMENT IN INDIA

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Abstract*: Gender related to development is a increasingly discussed topic, especially in the post-development theories, because the development process affects women and men differently. The paper examines the influence of sustainable development on the status of women in India, through development programs for the women's emancipation. Two research methods were considered in addressing the topic: the qualitative method of document analysis and the quantitative method of statistical data analysis. The paper concludes that joint efforts and resources of the government and non-governmental organizations are necessary for women's emancipation and that providing minimal access to public services, especially in rural areas, where a patriarchal society still predominates, can be considered an important step in this direction.*

Keywords: *Women in Development (WID) theory; India; gender discrimination; women status; emancipation*

1. Introduction

Gender related to development is a topic more and more discussed and subject to research, mainly within the post-development theories, due to the fact that the development process affects women and men in different ways. Gender is a term many times wrongly understood, either in connection with sex or with women, and gender identity vary in each region. Everywhere, the gender is influenced according to class differences, race, ethnicity, religion and age. Also, gender relations were interpreted according to the way development politics have changed or have influenced the power balance between women and men. Thereby, the most critical separation between Western women and other women, between white and coloured women, between colonizer and colonized, is arrogant and simplistic. The gender role in economical development has been recognized as essential, both in terms of success and the impact of certain development strategies and programs (Zosuls *et al.,* 2011)

The topic of this paper is the influence of sustainable development on the status of women in India, through development programs for the emancipation of women. If the status of women is to be changed in a traditional, male-dominated society, then the government, certain associations and non-governmental organizations must take action and implement development programs for the emancipation of women locally and for their access to public life.

This topic is approached from the perspective of feminism, through two main methods: the qualitative method of document analysis and the quantitative method of statistical data analysis. The paper analyzes the sustainable development programs undertaken in order to emancipate women, which must start at the local level, by ensuring access to minimum services of education, health, food, by exercising the right

to property, free speech, control over one's own body and reproduction and by increasing women's participation in public life.

2. Gender and development

The issue of women's development in the world has been addressed by several authors, such as Easter Boserup, Adelle Mueller and Chandra Mohanty, who insist on the feminine side of the Third World, which appears in feminist literature as having needs and problems, but without having the freedom to choose.

The theory that analyzed the issue of women's development in this article is Women in Development-WID, which appeared as a reaction to the theory of well-being, The Welfare Approach, which will be defined in the first part of the paper.

It can be said that, with the beginning of development in Third World countries, gender is becoming an increasingly discussed and analyzed topic, especially by supporters of women's emancipation, who want to put more emphasis on the introduction of gender in development programs in these areas.

An effect of development and interest in gender are also the Millennium Development Goals, which take into account gender differences, and through equal opportunities, want a society in which women and men have equal living conditions, depending on the needs, priorities and aspirations of each. These goals include: women's empowerment, equal opportunities, reducing women's mortality and improving maternal health. Reducing maternal mortality is one of the important goals, because its global rate is, unfortunately, quite high, especially in poor countries. Almost 99% of maternal deaths occur in poor countries, and half a million pregnant women die each year. The causes in this sense are multiple, among which are: poverty, malnutrition, the early age at which the pregnancy takes place, the short time between pregnancies, and many others (Momsen, 2004).

Hence the growing interest in including women in emancipation projects in developing countries, precisely because the emancipation of women is one of the above objectives. The issue of women's development in the world has been discussed and interpreted through the prism of several theories. One of them is the theory of women's development, or in its original terms, Women in Development - WID, published in 1970, as a reaction to the theory of well-being, The Welfare Approach, through which women's development policies focused only on their role as spouses and mothers, on their health and that of their children, on reducing the fertility rate and the dependence of women on men's income (Gill and Brown, 2000). At the same time, the development process was considered to affect women and men in the same way and productivity was equated to the economy, ignoring women's work. WID theory criticizes the interest in the role of women in society and wants to introduce them in the programs carried out by governments, non-governmental organizations (NGOs) and other associations in this field (Koczberski, 1998).

It is known that in many societies, especially in the patriarchal ones, women had only one social role, that of housewife, and the only responsibilities were related to domestic activities and raising children. Therefore, the WID theory criticizes this perspective of the role of women and wants to change the image of women, by introducing them in local development projects.

A well-known and representative author for this theory is Easter Boserup, with the work *Women's role in Economic Development*, which signals the problem of unequal

distribution of resources among the population and the fact that economic development does not reduce poverty, very important problems in the development process. Women and men are affected differently by economic change and development, and active public policies are needed to fill gender gaps (Momsen, 2004).

Indeed, development has different effects on women and men, because their resources are unevenly distributed, and this contributes to the deepening of poverty, which makes the development process difficult. Easter Boserup also highlights the role of women in agricultural economies (accounting for ~ 80% of agricultural work, with a significant role in annual trade), but their absence from development projects is noticeable.

According to the 1971 census, in India women accounted for 48.2% of the population, but only 13% are part of the economic activity. Women were excluded from several fields of work, so 94% of the female force was employed in the unorganized sector: agricultural, agro-forestry, fishing, handicrafts and others, representing 60% of the illiterate population. According to a UN (United Nations) report, women make up 70% of the world's poor and only 1% own property. They suffer not only from unequal access to education and training, but also from discrimination against employers, earning less than men for the same work done outside the agricultural sector. This is important because gender equality would help reduce poverty. Studies show that if women have income, they spend more money on food, medicine and housing, and children are healthy. For every dollar earned, a woman invests 80 cents in her family, as opposed to men who invest only 30 cents (Tripathy, 1996).

In this situation also, women are much more discriminated against in society, both in private and in public life, because in the labor market they receive a lower payment for the work done, and at the same time women are more likely to invest the money earned in household expenses, children's health and upbringing.

This publication by Estern Boserup also addresses the concerns of development experts on gender discrimination. An important aspect of the subsequent literature refers to women's strategies in dealing with discrimination or the barriers they face in the workplace, in the community and in society. Therefore, in the years 1980-1990, researchers and practitioners focused on the emancipation of women, when they hold leadership positions in the workplace or in the community. Thus, various groups, NGOs and international organizations, such as the UN, have been influenced to assess the status of women and, at the same time, have offered governments recommendations on emancipation strategies and the reduction of gender discrimination at all levels (Datta, 2003).

It seems that the theories that analyzed the status of women in society had beneficial influences on various organizations, associations, but also on governments, because they managed to introduce the issue of gender in the public agenda and take certain public decisions and policies to reduce gender discrimination.

WID theory has been discussed and analyzed by many feminist researchers such as Adelle Mueller and Chandra Mohanty, who insist on the feminine side of the Third World, which appear in feminist literature as having needs and problems, but very few choices and no freedom to act. Third World women are characterized by ignorance, poverty, illiteracy, as traditional, domestic, family, victims, etc. Instead, Western women are characterized as educated, modern people who have control over

their own bodies, sexuality and reproduction, free to make their own decisions (Escobar, 1995).

The discrepancy between developed and developing countries is also visible on the image of women's status, which have only the role of reproduction, production and domestic.

Another aspect of development in the West is the evolution of modern technology, because, on the one hand, the successful treatment of infertility, the ability to identify disabilities, artificial insemination, in vitro insemination, were methods praised by women in this region. In contrast, the technology of reproduction in the Third World, on the other hand, was focused on reducing the fertility rate. In this area, in order to have access to better jobs and higher wages, women need equal opportunities for education and qualified training at the local level (Saunders, 2002).

Once women's issues are realized, development representatives try to integrate them more and more into their projects, so that women can be more active.

At the same time, we want more research on the role of women's activities and their inclusion in development projects. Microfinance institutions are an economic resource for women and are more successful in Asia than in Africa. For example, in Bangladesh, the Grameen bank is a widely followed model that provides loans to people living in extreme poverty. About 94% of people who have loans are women, and the repayment rate is 98% (Joekes, 1990).

It seems that the interest in the emancipation of women has become a global topic, which has come to the attention of many organizations, as it analyzes the current situation and tries to find the best methods for the emancipation of women. At the same time, it is desired to ensure the sources of income for women, through micro-credits.

It can be said that gender is the basis of many aspects of society and power relations, and that is why it is such a controversial and analyzed topic, because it does not only refer to women, but also has influences on the economy and social status. Therefore, WID feminists aim to identify and highlight the problems that women face and to introduce the dimension of women's emancipation in development projects. (Khoreva, 2011).

Economic inequalities refer to differences in economic resources (income or wealth), and castes refer to social rank. The castes system is considered a rigid and oppressive form of inequality. In India this system comprises four main castes and several sub-castes (Subramanian, 2011).

Emancipation refers to the process of making someone strong, so that the weak have access to power and can face oppression and injustice. The process is done through awareness, capacity building, participation in decision making, information acquisition, self-confidence and employment. At the same time, the emancipation of women refers to the increase of power, through activism and local movements. Therefore, women must be active both in discovering strategies and in implementing them at the level of national policies. They must continue the fight for equality and the implementation of these measures (Ghose, 2007).

In terms of microfinance, women face two forms of authority, namely that related to the social authority of borrowers (if the woman does not meet her debt obligations, she loses both confidence and her relatives) and patriarchal authority within the household, both of which have a negative effect on the woman. In general, women are seen and considered, first, as mothers, and then individual abilities are

pursued, with the help of which women can develop as workers, farmers and professionals. A major factor in this regard is the patriarchal system, which places women and men in different and unequal positions (Torri and Martinez, 2014).

Entrepreneurship is the key to a new development model for developing countries. More recently, the focus has been on improving the lives of the poor and women, training them to start their own small businesses (micro-enterprises) and acquiring these micro-entrepreneurial skills. These skills are addressed in development projects, through consultancy and technical assistance provided by NGOs which, in most cases, help to obtain the necessary capital, through various microfinance strategies (Tripathi and Sharma, 2012).

3. The status of women in India and the role of development programs

The Republic of India, located in South Asia, is a democratic state that gained independence from British rule on August 15, 1947. In terms of politics and administration, India is a federation of 28 federal states and 7 federal territories, which are divided into administrative districts and localities. Until 1977 the political regime was dominated by the Indian National Congress (CNI). The 1990s marked the end of the domination of a single party, the CNI, and the rise of coalition governments, followed by a period of political oscillation, the government being led for 5 years by various coalitions.

The political regime can influence the development process in the sense that when the political scene is dominated by one party and society is patriarchal, the influence of socio-economic development on women's status is diminished and development program activists face many obstacles.

In this context, the issue of gender inequality was defined as a collection of disparate and interconnected issues, issues related to inequality of birth, fertility and maternal mortality, girls' access to education, age of marriage, vocational training and access to certain professions, the right to ownership, and the sharing of tasks within households. Women's mobility is limited by the concept that girls and women should take responsibility for domestic tasks and men should be employees of the family. This perception is beginning to change with modernization, and the attempt to restrict women's access to education and the labor market is seen as evidence of a return and preservation of the patriarchal mentality (Arora, 2012).

With the entry into force of the Constitution, on January 26, 1950, it was desired that all citizens enjoy: social, economic and political justice, freedom of thought, expression, faith and worship, equality of status and opportunity, but also of fraternity. However, the Constitution of India recognizes the unequal social position of women and through a special clause empowers the state to make special provisions for women and children. Thus, special laws have been adopted for the protection of female workers inside factories, mines and plantations, as well as the provision of maternity aid within the organized sector. At the same time, it is noted that Article 15 (3) does not provide equal legal protection to Indian women, regardless of ethnic and religious background, due to the absence of a uniform civil code in India (Patil, 2002).

Thus, the status of women in India is debatable, due to the lack of a coherent and precise legislative framework to support gender equality, which results in a patriarchal society where women are dependent on men, both economically and socially.

Regarding the percentage of women in the labor market, it has decreased since 1990 from 34.1% to 27.2% in 2011 (Verick, 2014). Another aspect in this sector refers to the high illiteracy of women, which suggests that most women were employed in low-skilled and low-wage occupational categories, such as marginalized or secondary agricultural workers. Development has affected different classes of women in various ways. Therefore, in rural areas, a large number of women, especially those who are employed as agricultural workers or in various traditional domestic services, have not enjoyed the benefits of development in the last 50 years. In many cases, technical change in the agricultural sector has only negatively affected the employment opportunities of women in rural areas. Although women enjoy legal rights to own property, there is a difference between law and practice, as most women do not own arable land and those who own it cannot exercise control over its actual use, leaving it to their brothers (Ratnam and Jain, 2002).

In terms of the urban environment, development has led to the formation of a middle class in India, estimated at 200-300 million people. Thus, modernization, social change and education have enabled women to take up new professions and develop new social attitudes for educated women. The growing presence of women in public services and in the tertiary sector is accepted as part of the social reality in India. Educated and employed women have a better status than those who are limited only to domestic duties and do not have an independent economic status (Ghosh and Roy, 1997).

In this regard, the Self-Employed Women's Association (SEWA), founded in 1972 in the western Indian state of Gujarat, operates as a trade union and organizes women's cooperatives. This association also offers various services such as banking, childcare, legal assistance and vocational training. The association has worked with national governments to recognize the self-employed. Thus, in 1995, other unions joined to form the National Labor Center. Two main objectives of this center refer to the minimum wage and the social security of the workers, but also to the elimination of male domination (Ransom, 2002).

All these measures are taken to facilitate and support the emancipation of women, and by ensuring financial gains women can contribute to the economic stability of the family, but also of society.

Another important aspect of this association is that women have acquired a sense of emancipation, which results from active participation in decision-making and leadership. This has beneficial effects, as the skills acquired help them regain confidence in the family and the community, and men begin to respect them. Also, women who take on the leadership role in the association prove to be much more aware, with more compassion and able to respond to the needs of the family and the community. However, government assistance is also needed to continue these core activities of women's empowerment.

4. Gender discrimination and the obstacles of women in the process of emancipation

In India, the exploitation and discrimination of women is significant, as poverty is combined with the lack of basic elements of life to highlight inequities and, therefore, a continuous struggle of women for survival persists. In this area, the poor and women are still exploited. Migration has led to a rupture of obligations between castes and

gender, for various reasons, such as: autonomy in the workplace, support for social groups, spatial and temporal factors by which women in urban areas can reduce dependence on men. Thus, these women can get the help of men in household chores, such as help with shopping or increase the contribution of men in household expenses. This is due to the fact that women in urban areas have power and control in the public area (Kumar and Das, 2012).

It seems that migration has also had positive effects on the status of women in urban areas, as they enjoy some autonomy and the help of men in family responsibilities.

In contrast, in rural areas, development programs have maintained traditional relationships and castes, and thus worsened women's living conditions. Development programs were based on the principles of Western modernization, without taking into account the inherent structures of Indian society. If the development process reaches rural areas for women to benefit from this process, then planners and decision makers must promote women's autonomy and take into account gender relations in this patriarchal society (Srinivasan, 1997).

Gender discrimination prevents the emancipation of women, and the causes of this discrimination are multiple and come from within society. Among these causes are those related to: lack of education, religious beliefs, culture, family history, customs, low income. The main role of women is that of housewives and that is why the formal education of girls is not one of the priorities of parents, because their occupations in the future are agricultural and breeding. In the family and in society, and especially in political life, the power of women to make decisions is denied, and the most important decisions are made by men, women having limited access to all socio-economic resources (Shaikh, 2012).

This makes women have less willpower and self-confidence, and they feel less important in the family and in society. That is why the recognition of women's rights is essential for their emancipation.

It is noted that in the process of women's emancipation in India, four factors must be considered, namely: education, employment, economic independence and emancipation. Education develops skills, knowledge, attitudes and self-confidence. Employment provides income for women and provides them with an economic position in the family and society. Through economic independence, women have confidence in their own strengths, they no longer depend on their father, husband and children and, above all, they also help the development of the national economy. All this will determine the emancipation of women and their acceptance in society on equal terms with men (Gille, 2012).

Therefore, for the initiation of a women's development program at the local level we must not forget the essential element, providing access to education, because it is necessary as long as we are talking about a predominantly illiterate female society, where parents have no interest in taking the girls to school. From the access to education will arouse the interest for employment, for economic independence and emancipation, conditions very necessary for the rural environment.

Thus, the positive effects of modernization and education have led to new professions and the emergence of social attitudes for educated women, and their presence in the tertiary sector is accepted as part of the social reality in India.

North India tends to be more patriarchal and feudal than South India, and therefore women in the north have more restrictions on their behavior and access to work is limited. In contrast, in the souther part, women have more freedom and a more prominent presence in society. Cultural restrictions are still changing, and women are free to participate in the economy, although there are few jobs for them. Much of women's work is undocumented and does not appear in official statistics. As Indian culture impedes women's access to jobs in shops, factories and the public sector, the informal sector is very important for women. This sector, in which about 90% of women are employed, includes jobs such as civil servants, small traders, handicrafts, or agricultural or farm workers. Most of these jobs are unskilled, low paid, which do not provide benefits to workers (Ramaswamy, 2010).

Gender inequalities also differ geographically, but also in terms of wages, with women being paid less than men. At the same time, not all women work with an employment contract and therefore it is not possible to establish the exact percentage of employed women, most women belonging to the informal sector.

With modernization and technological change, the Business Process Outsourcing (BPO) industry includes activities such as call center, data management and input, secretarial services, online transcription and technical support, accounting and software. Technological and regulatory changes have led to the growth of this industrial sector in India with an annual average of 30-40% between 2000-2008. In particular, call center services are preferred by employed women at a rate of 45%. It is found that technological changes have contributed to the development of the industrial sector, becoming favorable to women, among the services most sought after by women are call-center, which helps them achieve greater autonomy. [Dube *et al.*, 2012).

For poor women in rural areas, education or literacy also means the involvement of daily experiences in order to demand and access resources. This would increase the courage and confidence of poor women. Women's issues have been the focus of the development process since the 1980s, and as a result, a number of women's empowerment programs have been set up in India. The *Mahila Samakhya Program* is a partnership initiative, where *Mahila* means women, and Samakhya is a compound of the words *sama* meaning equal and *akhya* meaning evaluation. The program is an assistance program and is the responsibility of the federal government for the implementation and monitoring of the literacy mission in India. This program was born at the initiative of the government's New Education Policy in 1986, for the formation of education programs, having a positive interventionist role in promoting women's equality (Subramaniam, 2003).

The program supports poor women because they need the education and skills needed to earn a living, to have some autonomy and to no longer be materially dependent on men.

Another initiative is safe motherhood, as India accounted for a quarter of all maternal deaths globally (136,000 out of a total of 536,000 maternal deaths). Therefore, India's goal is to reduce maternal mortality to less than 100 per 100,000 births. One factor in these deaths is geographical variety and socio-cultural diversity, and it is therefore not possible to uniformly implement health sector reforms. The status of women in India is low, except in the southeastern states, where women's literacy is estimated at 54% (Salvi, 2009).

In addition to these factors, in many rural areas women do not have the freedom to make decisions about their own bodies, to use health and reproductive services. Among the leading causes of maternal mortality in India are hemorrhage, at 38%, and anemia, 60%. Maternal care during pregnancy and after childbirth is influenced by the educational and economic status of women, so that illiterate and poor women used very little health care services, only 18%, unlike women with a high level of education and a more favorable economic status, of which 86% benefited from these care services. Therefore, in order to increase access to medical services in rural areas, the government has developed a health care system at local/village, urban and regional level, by expanding public health infrastructure [Montgomery et al., 2014).

However, the health system has received very little funding from the government, which has invested only 0.9% of GDP in health services, and other financial contributions have come from various donors, programs and NGOs. Despite government initiatives, almost half of health care has taken place at home lately, and the percentage of antenatal care services is small (Vora *et al.,* 2009).

5. Conclusions

The hypothesis from which this work started was verified, because with the emergence and influence of development in India, the government, various non-governmental organizations, associations and groups, introduced the issue of women's emancipation on the political and public agenda, starting this process locally. Most of the measures taken by these organizations for the emancipation of women have been related to ensuring access to education, health, food, contraception and family planning, treatment of certain obstetric diseases, providing medical services, observations and treatment during pregnancy and after birth, to reduce the rate of maternal mortality and morbidity, but also the construction and modernization of public institutions. At the same time, there has been an attempt, through development programs, to raise awareness of the fact that women have the right and can enjoy autonomy in the family and society, can participate in public life, and their social role is not limited to domestic, but can play an important role in society, in the labor market, and in political life. The measures and projects implemented in those areas have encountered obstacles from a rigid and traditional society, but have had positive effects on women's status, as some women have managed to form groups and start their own businesses. The beneficiaries of the development programs also had access to education, health services, vocational training, and other measures initiated in this regard.

Although the Constitution of India seeks the equality of all citizens, the unequal social status of women in a patriarchal, male-dominated society is recognized. Even if there are certain laws, they are not very clearly formulated, and women cannot exercise their right to property, especially in rural areas, where castles and tribes predominate, and through marriage property inherited from the woman's family falls directly under the authority of the husband. There is also a legislative framework for the protection of women's wage rights, but basic wages are lower for women than for men. Here is also the law on the protection of women against domestic violence, which is more or less applied, depending on the area and socio-economic context, and many women out of fear of male authority do not report cases of domestic violence.

Although women face discrimination in access to many areas of public life, there has also been positive discrimination in the labor market, with young women being encouraged to work full-time because they have relatives to take care of and educating children, while older women only have to work part-time to raise children and fulfill household responsibilities.

Among the problems often encountered in rural areas are those related to lack of control over one's own body and reproduction, and the preference of male children. Because of this, many women resort to illegal abortion methods, which can affect their health and in extreme situations can lead to their death. Other situations encountered, for which we are trying to find solutions, are those related to poverty and nutrition problems, which affect the health of women, and which are also an indicator of socio-economic development.

Given the worrying situation of women in this area, especially in rural areas, where a patriarchal society still predominates, it is more difficult to enforce and implement development programs, but providing minimal access to public services can be considered a start of the process of empowerment of women, which requires resources from the government and various non-governmental organizations.

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MIGRANT PARENTS... SPIRITUALLY "CRIPPLED" CHILDREN

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Abstract: *I don't think there is a more dramatic social phenomenon in post-December Romania than emigration. And, perhaps, the least approximate of such dimensions regarding the change regime But not only the size is significant, but also the complexity of the phenomenon because, with the passing of time, the reasons for leaving have changed, and the arguments for staying abroad have also differentiated. Slowly, the phenomenon of Romanian citizens' emigration also becomes a pressing political and economic problem, whose perspectives and consequences cannot be easily foreseen. The phenomenon is not new. The history of humanity also talks about migration. And Romania was no exception. Only that the country's modern history was characterized, first and foremost, by immigration. It attracted a specialized workforce, it attracted technical and medical intellectuality, but it also opened the doors for refugees from countries that were ravaged by wars or intolerant of minorities or for political refugees. In this age of modernization, the Romanian population's mobility began to increase also - in direct relation to the spread of capitalism, modernization of infrastructure, urbanization and industrialization of the country. No less, thanks to the excess rural population. This trend did not change even after the First World War. But the pace and the scale have gone up. This migration, internal in that period, came to the attention of sociologists when the rural monographic research initiated by Professor DimitrieGusti appeared, so since the `20s - and it developed during the `30s.*

Keywords*: family; migration; development; work; abroad.*

1. Introduction

In this constantly changing world – under the pressure of competitions of any kind – family, school, local community, states and national governments strive together, at least declaratively, to encourage systems for improving education in order to help children develop. In modern society, family faces high demands, increased competition for attention from their children, as well as economic burdens, which force more and more parents to work outside the home, seriously limiting the time they spend with their children.(Rostás, 2018:14)

Nowadays parenting is no longer just a quality given by bringing children into the world, age or wisdom, but is increasingly becoming a responsibility that requires knowledge and skills. In Romania, the family increasingly faces situations such as teen paternity and maternity, illegal marriages, single-parent families, high divorce rate, new marriages, unemployment, poverty, migration, lack of housing. Is it legitimate to ask in this context who, where and how has the responsibility to raise and educate the child? If you intend to pay sufficient attention to the media over a certain period of time by monitoring the situation of children in the family, you can find with astonishment, through the cases presented, that the problems raised by their growth and education raise big questions. You can easily find that many parents consider the child as a "prolongation" that they only need to take care of, instead of considering him/her as a human being; others consider the child a burden in their path for pursuing only

personal interests; for some, the child may be the object on which they can shed their nerves due to alcohol or frustrations, etc.(Iluț, 2015:32)

Kids don't care if their parents are vendors, waiters, computer experts or bosses. For them what really matters is the time that the parent spends with them, the way they are listened to and the unconditional love that is offered to them. The opportunity to spend as much time as possible with children, to develop relationships full of love and respect before they grow up and start to manage on their own, I think could be a target for any parent who takes into account the fact that any child does not really want their parents' money or professional success, or to be told how hard they work for them, but they want their presence and love with all their heart. Regardless of the number of family members, their interaction remains an important aspect that defines and distinguishes this type of group from other existing ones. Therefore, the family is a well-connected group in which its members are united by mutual affection, by a social, cultural unity of the family and even economically, and by the care taken of the children.

What do children really need?

What children really want is their parents' love. They want their "stories" to be listened to without being rushed or ignored because of their problems, to be given due attention, to be accompanied by their parents at games, shows, walks, to celebrate their birthday in their presence, to be hugged, to be read to or simply to be with them.

The most important component of the family environment is the emotional dimension. It is capital for family life, it is its main component. Maybe for the same reason it's the dimension that can be the most vulnerable, the most affected. War, refuge, exile, forced separation, segregation and migration can influence in a very serious and harmful way the family life and the life of every member of a family affected by such causes.

The parents' departure for work abroad has increased. After the initial enthusiasm of the exodus, the "adverse effects" began to show their fangs: children left to the care of no one, readjustment difficulties, family problems, divorces. Who could be considered more unhappy than a child who is aware that the love of parents, brothers and sisters is no longer possible or they can no longer enjoy it? The child deprived of the opportunity to enjoy the attention and love of his parents is adversely affected in his growth, development and training. It was found that the longer the absence of the parent(s), the more profound the effects on the children would be. The gaps that the child had in the affective compartment will be later found in the behaviour of the child who became an adult.

In conclusion, I could motivate the choice of this theme by the fact that nothing is more important for a child than the unconditionally manifested presence and love of parents, life together with all the members of the house, things that can overcome any difficulties and even financial problems. It is precisely for those children whose parents went to work in other countries to solve their financial problems that I believe society, through the competent institutions and specialists, and even through any member of the community in which they live, must find solutions to support them in overcoming the difficult moments that may affect their development.

2. Methodology and data analysis

This article is based on a study made out of the desire to bring some clarifications on a delicate issue of our society, namely the problems of children – children with poor school results, children at risk of dropping out of school and children with low self-esteem and self-image - whose parents had to go to work abroad and leave them to the care of other people.

The purpose of the research was to identify the main causes that determine parents to "abandon" their children and go to work abroad, as well as to alert them to the negative effects on children's development.

Research objectives:

- Identifying the causes that lead parents to go to work abroad and leave their children to the care of others.
- Establishing family relations following the departure of the parents.
- Raising awareness between parents on the negative effects occurred in the development of their children.
- Designing the educational path of my own child in order to develop him professionally.

Research hypotheses:

- The motivation for the parents' departure is mainly determined by two factors: the lack of a job and the desire for a better standard of living.
- Before leaving, the parents discussed with their children the reasons for doing this, the children having a certain level of understanding of their own.
- The parents' departure affects children in multiple plans, the children recognizing this situation to a greater or lesser extent.
- The parents' departure influences the decisions of the children left in the country, as for the choices made for their professional career.

As a research method, I used the focus-group interview. A qualitative research method attended by 12 parents who frequently go to work abroad, parents who live in the commune of Catane in Dolj County.

In order to identify the target group/sample, we took the information both from the Catane Middle School, where we identified a number of 12 students who have difficulties in adapting to school, who are absent and at risk of dropping out of school, students who have poor school results or with low self-esteem - the parents of these students frequently leave for work abroad - as well as from the Catane Town Hall.

3. Research report

After the focus group that lasted about two hours and was attended by 12 parents, the following information resulted:

1. Introduction

The presentation stage has been completed. Both the moderator and the parents who participated in the interview presented themselves. During this stage, the purpose of the meeting was also specified, namely: identifying the main causes that determine parents to "abandon" their children and go to work abroad, as well as to alert them to the negative effects on children's development.

2. Questions asked and centralisation of answers:

a) Have you been working abroad lately? Where?

All 12 people have gone to work abroad. Among the mentioned countries we find: Spain, Italy and Germany.

b)   What made you do this?

The lack of a job – all the interviewees benefit at the moment from the social aid offered by the Town Hall. The only income sources are the children's allowances and the aforementioned social assistance. Material deprivation and living standards have led them to go to work abroad in order to support their families and provide a better life for their children – most have more than 3 children and are Roma.

c)   Is there no possibility of employment in the vicinity of the house at this time?

There are no places where they can get a job. Only 38 out of a total of 2164 people are employed in the locality. Another impediment is the level of education, most of them having only primary education.

d)   Have you asked the authorities for help in finding a job?

Only 2 out of the 12 respondents asked the authorities for help in finding a job. At the community level, "Second chance" courses and programs were carried out, but did not have the expected results. The participants' lack of interest being one of the causes for this "failure".

e)   During this period, in whose care has your child been left ?

The children remained in the care of their grandparents during this period.

f)   You have been in contact with your child at all times.

The parents responded unanimously that they kept in touch with their own children throughout the period in which they were away. They were calling to make sure they were okay.

g)   How often did you talk to your child while you were away?

They talked to the children every day. Whenever they had the chance, they would call them to see if they were okay.

h)   Were you aware of your child's school situation at the time? Did you involve yourself remotely in their school education or was it taken care of by those left behind at home?

They would ask the grandparents or the teacher about the child's school situation, but the grandparents don't always manage to keep everything under control, the child taking advantage of the parents' absence for the most part.

i)   How important is your child's education and to what extent do you think school helps them in their personal and professional development?

All the parents replied that education is very important and that they do not want their children to go in the future through what they are going through. They want them to have a better life and to be able to cope with life.

j)   Do you consider the precarious financial situation is an impediment in raising a child, your child?

It's an impediment. If you can't provide them with food and clothes you can't send them to school, you can't provide them with what they need to learn and then you choose to sacrifice yourself by going to another country to provide them with all this.

k)   If you were to choose between a good financial situation and your child's future, what would you choose?

That was a very difficult question for the parents. As they said, as a parent, most of the times you don't know which decision is best for your child's future and for his own good. No matter what choice you make, often you think you made the wrong one. The

child's future is important, but how can you build it without the necessary resources, was one of the questions and problems debated in this subject.

l)　Has the relationship between you and the child "cooled down" following the departure for work abroad?

Most of them responded that it is no longer the same kind of relationship. If some of the children can't wait for their parents to come back and spend time with them, others on the contrary, close their hearts, become introverts and choose to no longer communicate and no longer share their emotions and feelings with their own parents.

m)　How is the child's behaviour and how have them evolved after you left?

The children's behaviour has worsened. The freedom they have when their parents are away turns into a lack of interest in school, in study. Absences are more frequent during the absence of parents and school results are poor. This is primarily due to the grandparents' lack of authority over their grandchildren. A grandparent cannot replace the parent and unfortunately cannot impose himself to the child when needed.

n)　Did the child's school records change in any way, before and after your departure?

School grades worsened. Students show a lack of interest in school. If the parents are not there to supervise and motivate them, they do not show an interest in learning and implicitly in the results obtained.

o)　What solutions do you think exist in this moment in order not to have to go to work abroad?

10 parents out of the 12 interviewed responded that a job would be the only solution so that they would not have to go to work abroad.

p)　How can local authorities help you or support you for a better/ more decent life?

Answers were given to this question, such as: the creation of jobs and the increase of the amount offered by the social assistance so that they do not have to go away and leave their children to the care of others.

q)　Are you currently satisfied with the child's school results?

Most parents have said there's room for better. If they were with the children, the latter would attend school regularly and get much better grades.

r)　What do you think the school or local authorities could do to make your child better at school?

By helping children's families first, the authorities are helping them. The school could collaborate much more with parents and inform them about the evolution of the child. Another proposal was that the school should provide a hot meal and help to children whose parents are away.

As for local authorities, they could identify families whose income is on the poverty line and support them.

s)　How did your child cope with school during online classes? Have there been difficulties?

In terms of online classes, notepads were offered by both the school and the town hall and various associations. Many children, however, needed support in being able to log on to that educational platform. Unfortunately, parents have not always managed to help their children, being unfamiliar with the new technology.

t)　What do you advise your child to do next? How do you see their future?

The parents' answers were directed towards school and education, that is, they want their children's future to be different from their own. They want them to learn and no longer have to leave the country for a job or for a better life.

In the future, they hope their own children will succeed in earning a living and will no longer suffer from material deprivation as they have suffered.

4. Conclusions

Following this interview, I could "see" through the eyes of some parents what determines them to leave their children in the care of others, what determines them to "abandon" them over a certain period of time.

The lack of material resources is indeed a very good reason for having to go to work abroad and benefit from a better life, but is this a good enough reason to neglect your own child and to see the latter "lose himself"?

What few parents realize is that that income, that money earned, often sacrifices the future of their own child.

The questions asked revealed that many of the interviewed parents have no education and that this is one of the impediments for which they cannot find a job close to home, but what they do not realize is that their children's future will be similar. The 12 parents already face various problems in terms of education and development of their children – children do not attend school courses, they show inappropriate behaviour in school and not only, they are not interested in their future – problems that they refuse to see, to accept, probably also because of the desire to run away from the responsibility and taking their own decisions, decisions that in turn affect the personal and professional development of their own child and maybe most of the times sacrifice family life.

The consequences of the external migration phenomenon manifest both at the level of the macrosocial, represented by society, and at the level of the microsocial, represented by the family. Parents who decide to go to work abroad are helped and supported by previous migrants represented by relatives or acquaintances. Affected families are generally young families, between 25 and 45 years old, with two, three or four children.

Frequently, the father is the parent absent from the family environment due to external migration, but the number of mothers who decided to emigrate to work is also significant. Children are usually placed in the care of grandparents or close first-degree relatives.

From the children's perspective, the reasons for the parents' departure to work refer to the poor financial situation, the lack of or insecurity of a job or the need to have a better remuneration.

The duration of the parent's absence from the family environment influences the maintenance of the connection with those left behind at home. The longer the time interval, the more rarely the relationship with the departed parent(s) is achieved.

The children want to reunite the family, the parents' return favouring the improvement of a part of the identified problems, of an emotional, school and relationship nature, signifying the visible manifestation of the parental love for the children.

Empowering parents about raising and educating their own child is a lengthy and extensive process. All we can do by conducting these researches is to alert people

to the effects on children and, implicitly, on our future as a society. The family model is the model that will be followed by the childrengrowing up in that family.

This analysis of the answers given by the interviewed parents confirms more or less the assumptions from which we started in carrying out the scientific approach.

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THE RELEVANCE OF THE CV, THE EXPERIENCE AND THE PERSONAL BRAND IN THE HIRING PROCESS FROM THE ERA OF SOCIAL PLATFORMS

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Abstract: *The social contexts of 2020 have brought us in the face of change on all levels. From projections made with arguments to changes in course and the shortening of periods in which anything could be anticipated. People lost their jobs, they were forced to embrace work from home, but after a time of forced adaptation to the new hypostasis of normalcy, they also looked for solutions to get out of certain situations and to overcome this difficult period. Aspects such as personal branding, finding new ways to stand out, using social platforms to differentiate and creating a community around an idea have exploded since March 2020 and until now. This article aims to highlight the studies conducted in Romania in 2021 and the data on employment and its challenges following the pandemic. The pandemic has generated new trends or forced those already launched weakly, and this affects many of the contexts of everyday life.*

Keywords: *CV relevance; personal brand; employment; work from home; social media*.

1.   The labor market and its new interpretations after the pandemic

The world has changed. In all its forms, from all points of view, we are witnessing everyday situations that we would never have thought of. There is no need for any exposition of the comparison of the current period with one of the past years, from two years ago, for example.

Inevitably, the labor market could not escape these changes as it is among the first markets to be impacted when the economy is hit by a pandemic. In a short time, challenges appeared on all levels, most of the activities were forced to move to the online environment and the offline one was not unaffected either. One of the important issues that employers and human resources departments had to manage was the workforce that they were forced to move online without any prior plan of such magnitude. The human resources departments were faced with the need to recalibrate the demand with the offer that met new unimaginable hypostases in the past years.

After some stabilization of the global situation from the point of view of the pandemic, they found themselves in the situation where the generations of young graduates are no longer looking for a classic job, with a fixed schedule, but especially adopt the option of collaboration on skills and abilities, and this even remotely since the beginning of the employment contract. If this trend was only narrow and represented on a small scale in our country before the pandemic, today it is a phenomenon in itself, largely due to exposure to a lot of online information during the lockdown that did not allow much mobility and contributed fully in this direction. At the same time, "social networks are multiplying, acquiring and developing new forms of manifestation in the online space, having as instrumental baggage or infrastructure the socialization platforms and, implicitly, the internet" (Hâncean, 2018:106). The offer

of new platforms through which you can express your way of coming, therefore, as a result of demand and adaptation to the age of those who are born in this era of online.

Working from home replaces the classic desk, and the Halloween party takes place virtually with hundreds of houses open on the same screen from all over the world. Interaction with the head of the company is no longer too much effort because in a seemingly informal setting, at a company party you can stand out and approach him as friendly as possible so that later you can plan a meeting on a topic more temperate. From conducting studies within companies "on the principles of diversity, integration and equality" (Cohen, 2011:175) human resources departments conclude today that "it has never been more important than now to keep up with technology and new ways of working" (https://valoria.ro/wp-content/uploads/2021/06/Trenduri-%C3%AEn-recrutarea-remote.pdf - accessed on 08.11.2021). A good part of the employees work from home already during the apartness, therefore the priority to create a good experience of the employees receives completely different valences compared to the period when they were physically present at the company's headquarters. The work environment and social relations within it suffer a transfer from expectations such as "honest communication, dignified treatment of others, listening to others and openness to people's opinions" (Floyd, 2013:326) to the capacity to adapt and resilience, skills to use technology, and the ability to solve problems (https://valoria.ro/wp-content/uploads/2021/06/Trenduri-%C3%AEn-recrutarea-remote.pdf - accessed on 08.11.2021).

The data from April 2021 of the National Institute of Statistics in Romania seem to be favorable as it attests that a percentage of almost 90% of young graduates of higher education manage to enter the labor market (https://insse.ro/cms/sites/default/files/com_presa/com_pdf/somaj_2020r.pdf - accessed on 08.11.2021), a sufficiently satisfactory percentage compared to 2016, for example, when the unemployment rate among young graduates was well above the European average (https://www.jobslist.ro/care-sunt-cele-mai-frecvente-probleme-pe-care-tinerii-romani-le-intampina-la-angajare/ - accessed on 08.11.2021).
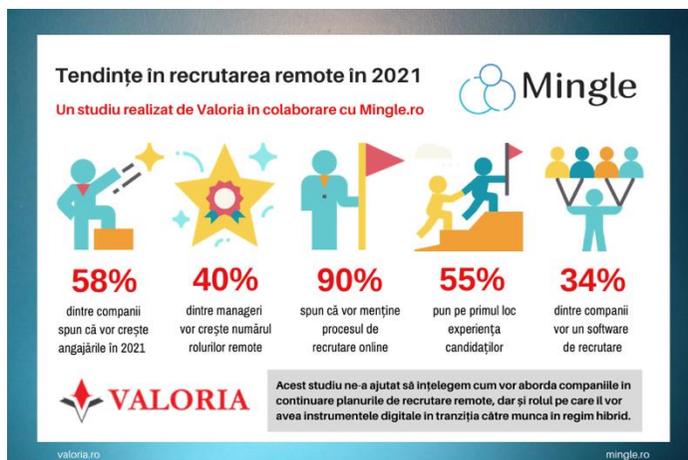
Source: *Valoria Study - Trends in remote recruitment in 2021*

The real question that emerges from this latest statistic is whether those who have been hired are absorbed in the corporations and fields for which they have trained or whether they have used adjacent courses to enter niches considered more appropriate for them. Whereas if we go further than these figures, congruence between the things they have prepared for and what they like to do, namely the areas in which young people are engaged, offers a more accurate assessment of an area of those that make up the concept of quality of life, subsequently reflected in the social interaction, community, and its life, etc.

2. Recruitment through social networks - new interpretations in human resources?

From the other angle, recruitment companies and employers are adapting (https://www.facebook.com/Lugera.Makler.Romania/?ref=page_internal - accessed on 08.11.2021) to the new wave of social platforms in which everything happens and turn their social pages into points of attraction for future employees (https://www.facebook.com/WeAreHR.ro - accessed on 08.11.2021). They do everything that is possible to adapt their tone to today's times, they collaborate with specialists in the field for the most trendy and attractive visuals for the followers who can later become employees in the companies with available positions.Collaborate with marketers to highlight (https://www.youtube.com/watch?v=WByc5KRtTU4 - accessed on 08.11.2021) key messages and partner with influencers to get their message across to their communities. Recruitment firms and employers do not have classic alternatives as captivating as those with which young future employees grew up, so they choose to make changes tailored to their needs, sometimes with totally unconventional approaches to maintain their market positions and to be desirable for potential applicants for a place in the company. The charts in which employer brands are evaluated fully help these adaptations. They are aware that the extraordinary success of a company is given by "a team of remarkable people, who work together" (Cohen; 2011:62) although this together is too possible to have reinterpreted meanings of modern times.

Source *Valoria Study - Trends in remote recruitment in 2021*

3. Challenges of recruitment through social networks

Even if they have adapted to the new formulas through which they have to attract the right candidates, this does not mean that employers, recruitment companies, human resources departments have not faced or are still facing challenges that they certainly do not foresaw when preparing for their careers. The most important features they are looking for in 2021 are the candidates' desire to grow and learn (77%), adaptability and resilience (62%), problem-solving capacity (47%) and the ability to use technology (45%)"(https://valoria.ro/portfolio/trenduri-si-provocari-in-recrutarea-remote-in-2021/ - accessed on 08.11.2021). Basically, what recruiters and employers want fits well enough with what today's young people can offer when they are looking for a collaboration or a job. The difference is made by the way they present and sell these features. All the features required by the human resources departments of companies actually confirm that young people can use technology to support and expose their personal brand. That they do it well or not is less important if the young person shows that he has a great desire for growth and learning.

Emotional intelligence is one of the top traits that recruiters and human resources departments need to identify in newly online selected candidates given that any relationship starts with communication, but where "there are always at least two ways: one that happens at the level of the intellect and the other one that happens at the level of feeling, of the relational lived experience"(Mucchielli, 2005:77). The existence of this feature not only indicates that employees will not focus only on themselves but is the basis of teamwork, well-shared tasks, and parts of the processes are properly administered, managed.

Given that the number of employees who will work remotely is expected to increase, human resources people are looking for effective solutions to build relationships between colleagues and increase the sense of belonging to the organizational culture they enter. For many of them, this goal would translate into online lunches to have the chance to talk more and get to know colleagues who work remotely, a well-developed online onboarding process that will transform the first days, weeks. within the company and make them special, attractive, but also rethinking the benefits scheme for employees who work remotely as it is unlikely that most of the these are received in the physical space at the company headquarters will also suit those who work from home.

The implementation of recruitment software and its digitization is again an issue that employers and human resources departments can no longer postpone. This may mean some increased pressure for future employees as not having to attend and travel to certain physical offices must provide proof that the results are better and more in the same amount of time.

Greater congruence between the employee's profile and job requirements is now more important than ever, as the same technology offers opportunities to simplify work, but also to expose a longer time to complete tasks, with no one around employees to see concretely what they do during working hours. Finding opportunities to trick the system is only a matter of time before the employee manages to learn the main tasks he has to do. The challenge for the employers is, in this situation, to find people who are passionate about what they are going to do or

at least people who are as compliant as possible who understand the role and purpose of a job and treat it honestly and ethically. The latter often remains only a desideratum because most of the young employees are engaged in the first years to gain and add experiences on the CV without putting too much emphasis on their long-term development within the same company. Many of those who seek employment immediately after graduation do not necessarily take into account their abilities or inclinations but borrow opinions about trends and fashions.

4. Personal SWOT analysis - the starting point in the employment strategy

For the recruitment process to achieve its goal and young people looking for a job to enter the positions suitable for them, recruitment specialists and trainers, professional development coaches emphasize that especially in these conditions everything must start from the reflection on one's person and evaluate one's abilities and skills. Recruiters and employers recommend that every person who wants a job, a career change or, a new collaboration in a certain field should start with a SWOT analysis of their own person (https://revistacariere.ro/inspiratie/actual/analiza-swot-a-propriei-persoane-%E2%80%93-primul-pas-catre-succes/ - accessed on 08.11.2021). Knowing their skills that they feel confident about, those they consider somewhat weaker and the external aspects that translate into opportunities and threats are a good starting point for the identification of the right person for a certain position. Replacing the classic questions in the interview with an honest self-assessment of the person to integrate into a smart presentation can be the differentiator that determines the employer to make the right choice.

The address is no longer an important aspect of the old CV, given that employers will increase the number of remote stations by 40%. The chair in the home office or even the corner of the sofa becomes the new workspace, and with the permission of the superiors you can easily integrate the work schedule when you go an exotic country vacation, the only necessary and sufficient condition, of course, remaining a good internet connection.

At the same time, this aspect is also helpful for employers because the physical presence at the interview is no longer a mandatory condition, there are some considerable savings in terms of logistics involved in the whole process. How the employment interview is conducted will coincide with how the job itself or the future employee's collaboration with the employing company will be carried out. One of the major challenges arising from the lack of importance of physical address is the search for future employees even in the foreign market given that "the increasing number of remote roles shows us that many organizations are ready to have more colleagues working remotely" (https://valoria.ro/wp-content/uploads/2021/06/Trenduri-%C3%AEn-recrutarea-remote.pdf - accessed on 08.11.2021), and a percentage of 22% of the companies even state that they will approach this strategy. Organizational culture can take on different new forms with new employees from different parts of the world who can speak a language of international circulation but do not know the language of the country they work for. The same features as in the previous study are identified in other research (https://izidata.ro/studii/ - Study IZidata 2021, *Skills and competencies of the future*

- accessed on 08.11.2021) done in Romania because it is clear to everyone that the future is under the auspices of technology that will be installed in our lives in many forms today probably unimaginable.

5. Transitions and new poses in the approach of the classic job interview

Technology and new devices and gadgets have replaced the classic reading lists, respectively reading in paper format. Current generations listen to podcasts, read from the iPod, or organize their ideas into applications that are in the immediate extension of the hand - the smartphone. The future job and employment thus receive other interpretations in line with trends in technology. The classic resume is no longer very attractive as it can be successfully replaced by a live presentation made in an application that shows in a few seconds or minutes much more than three pages of A4. Physical presence in front of the employer or potential future human resources colleagues is no longer as desired as in the past because an employment contract with a company is no longer a guarantee of professional success as it is interpreted today. Therefore, those who are looking for candidates to fill a position find themselves in the situation where they have to accept and evaluate modern variants of it. There are certainly several arguments for this choice:

• *Highlighting certain skills with the help of online social platforms*
Today we are no longer in the era in which the CV reflects the data about an employable potential, and their confirmation should take place at an interview in which other evidence, diplomas, degrees, should be brought to certify some aspects listed in the CV. Facebook allows you to make a personal page that you can manage for a few months and that reflects with much more weight what can be written in three or four lines of CV. Instagram allows you to create a visually appealing personal brand that says more about you than you can during the interview, and if the young person who wants a job aspires to a more genuine company, the LinkedIn (https://www.wall-street.ro/articol/Careers/232350/cum-poate-profilul-tau-de-linkedin-sa-lucreze-pentru-un-job-mai-bine-platit.html#gref - accessed on 08.11.2021) profile in which he can post certain personal opinions, various presentations or even presentation videos in which he "sells" his potential is sufficient and relevant for him. He doesn't even have to be a orator, especially if he's also afraid to speak in public because ClubHouse has solved this issue (http://www.sociologiecraiova.ro/revista/wp-content/uploads/2021/08/21-234-244.pdf - accessed on 08.11.2021). Online social platforms thus bring great value to recruiters in terms of the dynamics of the interaction with which they connect (https://www.wall-street.ro/articol/Careers/231799/millennials-pregatiti-sa-preia-roluri-de-conducere-care-sunt-cei-mai-vanati-candidati-in-2018.html#gref - accessed on 08.11.2021).

• *Online attachment of portfolios with individual or group projects*

The fact that young people of the last generations provide a link instead of the old motto - replaced today by the tagline - makes the face-to-face meeting between the recruiter and the job seeker to take place only to set a general frameworks and calibrations. Landing page is much more relevant than the CV both in terms of relevance and efficiency of an employment or collaboration approach. At the same time, the portfolios displayed online may suggest that the target person folds on teamwork or not, but also attests to the assumption of learned skills, which almost did not happen in the not too distant past. The trend was quite close, but it was used especially by people in creative fields for whom, however, highlighting some projects gave weight to the meeting with the potential employer. Today, young people can turn their job interview into a real sales process with the help of technology, regardless of the field they come from or aspire to.

• *Supporting a cause on the new social networks*

Influencer marketing is what would translate into a very good niche on a platform and building a community that believes in you. Whether it is social, educational, or entertainment, persistence and perseverance in a certain direction says a lot about a young aspirant to a company, for example. Any aspect must be taken into account and only the existence on Social Media does not help you, it is even possible to confuse you more. Identifying the points of support for exposure and to be seen in Social Media is today a topic quite discussed by both employers and future employees.

6. Conclusions

As we can see without any study, the new technologies are those through which we conduct our lives both personally and professionally. No technology can replace human interaction, or emotion, which makes us unique. On the other hand, adjustment is, if not mandatory for the proper functioning of an organization, at least one goal of development as soon as possible. While some still manage to avoid some forms of growth with the help of technology, others receive any new gadget in a friendly way, discover it and decide in a short time if it could be useful for them.

In the field of human resources and staff mobility, if in the previous years the hours spent as a volunteer had a great weight in the employment CV, today that time must be somehow wrapped, it must be doubled by videos, photos on social platforms, reels or stories over wherever the person interested in becoming an employee of a company has accounts. We are in the age when virtual social networks attest things and make you famous, and this cannot be disputed. The job interview migrated from the classic resume to a portfolio of projects, to a speech given at an event, or to a virtual interaction between two people who find themselves at considerable distances.

We are at the point where the personal brand must be beautified and communicated. Although each of us has this personal brand and we are recognized by it, employers claim that it is still work to do on the process by which the personal brand of a recent graduate leads him in a straight line to the dream job..

Cele mai importante 5 skills pentru viitor?

Skill	
Abilități în tehnologii noi	
Adaptabilitate	
Creativitate	
Abilități digitale	
Comunicare interpersonală și empatie	
Inteligență emoțională	
Abilități de colaborare virtuală	
Gândire critică	
Abilități de leadership	
Abilități de project management	
Management financiar	
Rezolvarea problemelor complexe	
Flexibilitate cognitivă	

Studiu realizat în august 2021 de IZIdata pentru Social Innovation Solutions. 1002 respondenți, urban și rural.

Source: *Study IZi Data 2021, Skills and competencies of the future*

The use of new platforms and applications has become a modern form of interaction that often says more than a face to face conversation. Even if the idea from which candidates can start when adopting new strategies to sell to employers is very well outlined and wants to bring out only the skills that the person in question boasts, we must not omit the fact that they are interested in the key skills, companies can find ways to distinguish reality from the effects of the digital world. The use of specific techniques to go through the well-defined image and reach the one behind it is the first step. From another perspective, it is possible that this will not even be a mandatory desideratum if employers choose collaborations only punctually, on projects and choose not to make offers for full-time work. However, this offer is relatively difficult to achieve where tasks are repetitive.

Through another key to interpreting what we live today, the new skills and competencies of the future allow anyone to reinvent themselves, find new self-promotion options and, find the right niche to become unforgettable. Relationships and recommendations fall into the background if creativity is at a higher level and it is refined and valued as it should be. This would mean an opportunity for each person to get to do what they like and to be able to earn from what they do. But here too we must take into account personality structures, education, personal values and other aspects that are part of everyone's professional equation.

All we know for sure is that adjustment is one of the values that companies look for in employees and they will have to exemplify it in the most original ways. But technology is advancing at an extraordinary pace and this should not be an impediment.

Another certainty is that individuals must use technology for creative purposes and to help those who are left behind, but who have other qualities that

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are indispensable in a company. Among certainties and uncertainties, we are witnessing processes and exchanges that no one has anticipated so far and we must accept them as natural for the smooth running of things.

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REFLECTION OF THE COMMUNITY LIFE QUALITY IN THE AWARENESS OF THE EDUCATIONAL PATH OF HIGH SCHOOL STUDENTS IN THE CURRENT CONTEXT

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Abstract: *The hereby work, mainly relying on data having resulted out of our own research, yet, analyzed and interpreted in the context of the results obtained by other researchers during the previous years, attempts at emphasizing the elements that influence high school students' educational and social trajectory. In fact, the work stresses the importance of the economic, human, and social intra-familial capital while choosing the school where children are to learn as well as upon the latter's future professional trajectory after graduating secondary education. Our research goal was the carrying out of an all-inclusive research, which finally resulted in the questioning of 327 students out of a total number of about 400 high school students. We chose as the method of our research the questionnaire-grounded inquiry. The inquiry was indirect, collective, and test-type, while the instrument of the research was the questionnaire, which included 35 items, most of them related to opinion and attitude, though, not neglecting factual questions, mainly those connected to identification. The results obtained confirm certain previous studies, both in Romania and abroad, regarding the influences of children's social origin on their entire educational and professional career, starting with the choice of high school and continuing with that of the University in which they complete their educational and professional training. The article demonstrates that the image of the community, the way it is reflected in the conscience of young people can influence their plans for the future.*

Keywords: community, economic capital, social intra-family capital, educational trajectory, status acquiring

1. Introduction

The quality of life - in the sense of the definition specified by the University of Medicine and Pharmacy "Grigore T. Popa" Iasi - means the perception of individuals on their social situations, in the context of cultural value systems in which they live and depending on their own needs, standards and aspirations. Jenkinson Crispin (2020) defines quality of life as "the extent to which a person is healthy, comfortable and able to participate in or enjoy the events of life." The quality of life is important for every person and especially for young people whose characters are under construction. The quality of some aspects related to family, social, cultural values or the nature of income influences more or less the decision of young people when it comes to the educational path and their professional future.

This study focuses on a socio-demographic category that is of overwhelming importance for the future of any country: high school students. The personality traits of high school students crystallize during adolescence, along with their externalization, gradual detachment from family and orientation towards certain concerns or passions, whereas inclinations, talent, passions begin to demand public and critical exposure to

others (Drăghici 2016, pp. 216–233). Viewed as a "universal process" by each individual, adolescence in Pombei's vision represents the transition from childhood to adulthood (2003, p.309). This period is characterized by "actively overcoming a series of development tests by acquiring appropriate skills" (Ibidem). During this period, transformations take place both physically, cognitively and mentally. The teenagers realize the orientation towards certain fields (technical, literature, science, etc.) developing practical or ideological inclinations, which go through phases of testing, verification, and then to be fixed and consolidated. During the high school years, students self-identify their abilities, qualities, personal talents and structure and prioritize their goals (Andrioni, 2018, Andrioni, 2021), but these goals are closely interrelated with family, social, community, educational, cultural and educational factors. the milieu where they develop their character. Family, political, educational and cultural values are reflected in the personal and professional development of young people.

2. Methodology

Regarding investigated population, the subjects of the hereby work are the 11th-grade students of the high schools located in the Municipality of Petrosani. We did not extract a sample as our goal was the carrying out of an all-inclusive research, which finally resulted in the questioning of 327 students out of a total number of about 400 high school students. We chose as the method of our research the questionnaire-grounded inquiry. The inquiry was indirect, collective, and test-type, while the instrument of the research was the questionnaire, which included 35 items, most of them related to opinion and attitude, though, not neglecting factual questions, mainly those connected to identification. The following dimensions of analysis were taken into account: (1) High school students' perception of the social problems of the community; (2) Analysis of the way high school students design their professional future; (3) Analysis of the influence of family income on the educational path; (4) Influence of the institution attended by the high school students and of the intra-family social capital.

3. Results

3.1. The dimension of analysis 1: High school students' perception of the social problems of the community

The 11th-grade graduates in all the secondary-education institutions of Petrosani, included in our research , will have to choose, after their passing of Baccalaureate examination, their own (educational and/ or professional) trajectory, within maximum one year from the moment of their inclusion within the hereby analysis. It is quite important to understand that such options are not taken by chance; on the contrary, they are shaped by the whole social and economic context where the pupils were socialized and educated. The already mentioned context is the result of a series of factors and conditionings that exert their influence upon the manner they perceive the reality of the region and community while (hypothetically) acting in consequence. Owing to the fact that we wanted to see the manner such reality is perceived by the pupils, we asked them to show the most serious issues community has to face. *Lack of jobs, in general* (37.6%), as well as *lack of jobs for young people* (24.8%) are the social issues which the 11th-grade pupils are aware of as they consider them omnipresent within the community and place them atop. They are followed by

other serious problems such as the *poor economy of the area* (12.8%), the *migration of young people abroad* (10.7%), and by aspects regarding the *declining quality of the environment* (5.5%), the *social and economic inequities within the community* (4.9%) or the *increased criminality rate* (3.7%).

In fact, what happens in Petrosani and, to a larger scale, in the whole Jiu Valley, is a phenomenon whose characteristics are also encountered in other places in Romania. Various studies have shown that mono-industrial areas and the communities that inhabit them difficultly adapt to the new reality as compared with diversified economies. Nonetheless, the neighboring of large urban centers positively influences the phenomenon of commuting through decreasing the pressure of unemployment in such places as well as the tendency towards migrating abroad in order to find a job (Humă, Chiriac, 2012, pp..9-21). Yet, such phenomena do not occur in Petrosani, where depopulation prevails due to the long-time migration of young people.

As a series of previous specialized studies resorted to sociological inquiry, for instance, Jahoda's inquiry carried out in Austria, which targeted parents' unemployment and its unpredictable consequences upon the children of unemployed persons, emphasizing the skepticism that dominate such families and its unfortunate influence on the inner universe of children (apud V. Miftode, 1995, p.97), we were eager to find out how the high school students in Petrosani envisage their future.

3.2 The dimension of analysis 2: Analysis of the way high school students design their professional future

The graduation of secondary education represents only a stage of the process defining pupils' personality and allowing status acquiring. We set out to grasping their projections about future, one year before the Baccalaureate examination and we noticed that, for most of them, acquiring a status is conceived in terms of entering a faculty and successfully graduating it. On the whole, in a form or another (student at a university in Romania, in Petrosani or abroad), almost 80% of the high school students (78.9%) want to *become university students.* Far behind come those who want to *get employed* (15%, out of which 9.5% in the Jiu Valley and 5.5% in a different area in the country), those who *have no plans* (4%) or those who envisage *something different* (2.1%), yet, without specifying what. The upsetting feature characterizing the community of Petrosani is the high percent of those convinced that the coming true of their future plans is strictly conditioned by their migration outside Petrosani and the Jiu Valley (63.3% envisage becoming students of a university in Romania, 10.1% would like to study at a university abroad, and 5.5% see themselves employed in a large urban centre in different areas of the country). The chronic unemployment of the region these high school students live and learn, combined with a regional economy lacking in showing any signs of revival, determined the existent thinking pattern manifested within the familial milieu, which shows that migration, irrespective of its form, is compulsory in case someone wants to reach a better social status. All paths the high school students might follow imply the influence of several factors, which, although display different shares, nonetheless exert a common action. This is the reason why we have correlated a series of such future projects (as independent variables) with other variables that determine their accomplishment.

The previous considerations follow the theoretical grounds of Blau, Duncan and Tyree (1978), which show that social origin influence both the educational level and the occupational positions of the individuals. The theory states that there are influences implying, on the one hand, the preexistence of the social status (the social condition of the parents largely determine the education, occupation, and ultimately, the income of the individual), and, on the other hand, the acquiring of a status (the connection between education and occupation, education and income, occupation and income) (apud P. A. Tufiş, 2011, p.318). In our case, owing to the chronological characteristic of the analyzed facts, we had the opportunity to question a series of elements that concern the preexistence of the social status, while leaving aside those which are related with status acquiring. Even under such circumstances, the analysis is mainly limited to the individuals' education perceived as an effect of their social origin.

3.3 The dimension of analysis 3: Analysis of the influence of family income on the educational path.

Quite often, pupils' choice of a certain academic specialization and university is not correlated with what they want, but rather with what they afford. Previous researches confirm the importance of the economic capital (and of the socio-cultural one) the family of the pupil owns. Those families owning economic resources choose for their children schools valued as good, although the distance up to such schools is longer, consequently determining the increase of the duration of commuting. At the opposite pole, we find poor families, which are compelled to choose the closest school to their homes in order to be able to bear the costs (G.Neagu, 2011, p.256).

The direction of educational trajectory in connection with the financial means of the family represents a feature of poor communities rather concerned with settling their primary needs. Meanwhile, a parallel devaluation of education as a factor allowing an ascendant social mobility occurs (M.Vasile, 2011, p.270). The family's monthly income, as an element of economic capital, plays an important part in choosing a life pattern out of the numerous available variants. We have already showed that for most pupils, attaining a status is primarily conceived through entering a faculty, yet, the choosing of a university is conditioned by the family's economic capital, starting with the level of their intention. Due to clarity reasons, we are not going to display graphically the correlation among variables, in its entirety, including all available options, but only the significant inter-categories comparisons (accordingly, the summing up of the percents is not going to represent 100%):

Fig.1. Correlation between family income and the intention of choosing the courses of a certain university
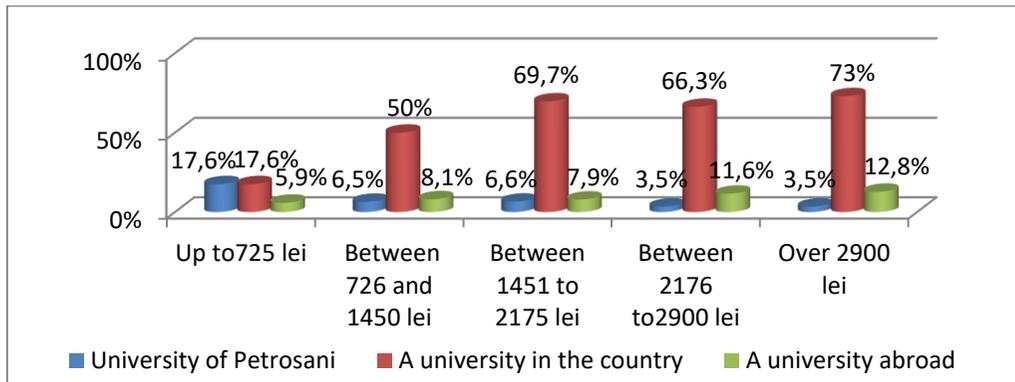
In the case we sum up high school students' options to follow a faculty depending on each category of family monthly income, we notice that the last category of income (over 2900 de Lei, that is 89.3%) exhibits an intention of status acquiring, through graduating higher education, which is 2.17 times higher than that of the first category of income (up to 725 de Lei, that is 41.1%). The hereby comparison re-asserts the importance of the economic capital of the family and its role capable of determining a positive educational mobility or social reproduction, in the case of those families attaining a maximal condition of this type. Nonetheless, the increase of the family monthly income determines a growth of the high school students' intention to attend the courses of a different university in Romania (and even abroad), and vice-versa: the pupils belonging to families displaying a poorer financial condition (especially those exhibiting incomes lower than 725 Lei) choose the university in the town they graduated secondary education. An important observation should be made in order to define the context: most of the pupils whose families have monthly incomes lower than 725 Lei (35.3%) would like to get employed, being aware of the fact that their social origin does not support them in continuing their education.

This situation has also been perceived by other researchers having analyzed environments similar to that in Petrosani and having setting forth the idea that poverty (besides parents' education and family milieu) represents a barrier between pupils and school (G. Neagu, 2011, p.255). The issue of the economic and cultural capital transmitted by the family to its descendents has also been studied by other authors, who show that, at least for the moment, Romania's condition is uncertain. Romania, except for the large towns, is deeply affected by the lack of a middle class, which might determine the increase of the opportunities of equal chances in education, while restoring the confidence in school diplomas as objective and merits-grounded instruments of social mobility. And although it occasionally comes out, nonetheless, it is accompanied by important discrepancies between the economic and the cultural capital. Too often, those owning economic capital lack cultural capital, and those owning cultural capital (they are more numerous) lack the economic one and,

consequently, deviate from the final objective: the diminishing of the inequity of chances from the point of view of education accessing (Neagu, 2006, p.159).

3.4 The dimension of analysis 4. Influence of the educational institution attended by the high school students and of the intra-family social capital

Being a high school student at a certain educational institution represents a means of guiding the teenagers' future plans. This is especially valid as choosing a high school occurrs in accordance with social origin, which is made visible through the incomes of the families of high school students and parents' educational level. Further, we are going to graphically display the correlation between the high school students' education and their envisaged path after graduation; we should mention that we have put together, in a single category (student), those categories that concern the choosing of faculties as well as those that concern employment (employee).

Figure no. 2. Correlation between high school educational institution and high school students' future plans
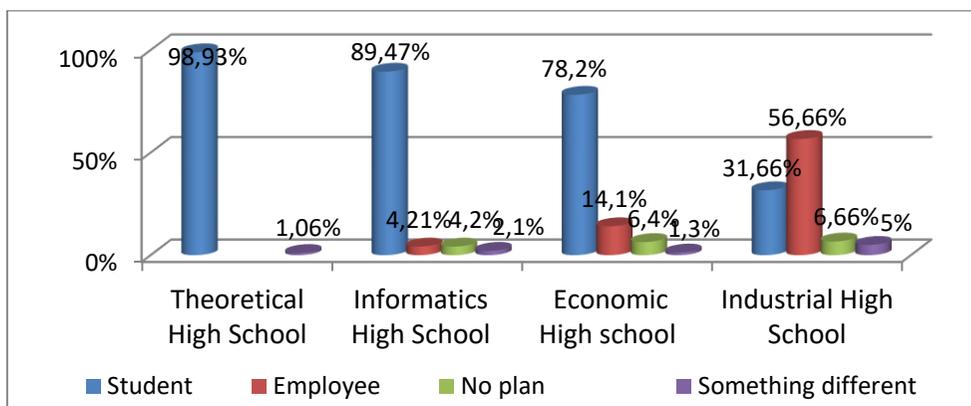
Except for the Industrial High School, where less than one third of the pupils wish to attend the courses of a faculty (31.66%), in the case of all the other high schools, percents that start from over three thirds of the pupils (78.2%, in the case of the Economic High School) and reach almost 100% (98.93%, in the case of the Theoretical High School), represent those who would like to become university students. The ranging obtained by us through collecting the opinions of the 11th-grade high school students shows the objective reality of the performance of these high schools; the halo effect is eliminated as the high schools' positive or negative image is not the product of the subjectivity of those who choose them as educational institutions. We'd rather consider that the positive image and performance are (also) due to the so-called Pygmalion effect. The fact that they become the pupils of a high school acknowledged as good represents a first success, which further determines them to behave in accordance and become aware that the acquiring of such a condition is one of the fundamental grounds enabling the reaching of their own status. We consider that we deal here with a larger scale replica of the manner the high school students from whom

the teachers had higher expectations, (previously telling them that they were promising young people) use to react. (R. Rosenthal, L. Jacobson, 1968, p.20). Consequently, when entering a good high school, the students get the confirmation of the fact that they are intellectually promising young persons; as testimonies of such circumstances come the results during the comprehensive school as well as all supplemental proofs brought in by colleagues belonging to older generations, which decisively contribute to the image of the high school owing to their performance at baccalaureate examinations. In order to support the assertions, we are going to display the results obtained by the 12th-grade high school students at the Baccalaureate exam, during the summer of 2015, which reinforce the ranging of each high school within the categories of "good or less good" schools:

Figure no. 3. Passing of Baccalaureate examination
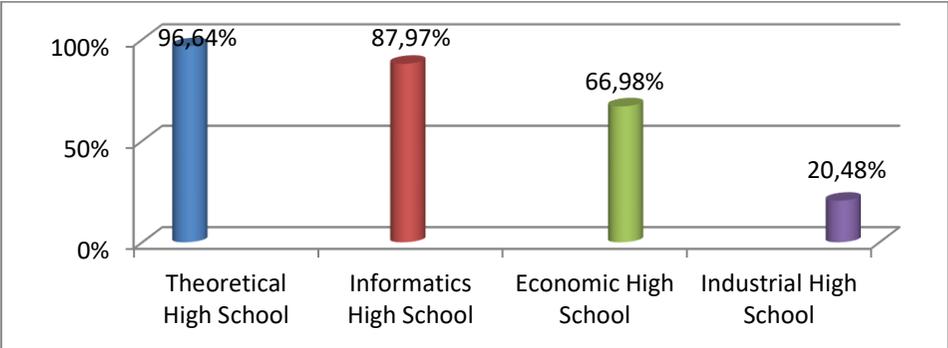
We previously asserted that the choosing of a high school depends on the social origin of the high school students, along too elements: family's monthly income (a component of economic capital) and parents' education (a basic element of cultural capital), which we shall further demonstrate. This is a supplemental reason for having the students' future plans influenced by the parents, due to the fact that the social position of the descendants generally tends to equal and even surpass that of the ascendants. We shall start by showing that the choosing of the high school is not the result of hazard nor only determined by the entrance mean; on the contrary, it is also related with the status of the student's family:

Figure no. 4. Correlation between family's monthly income and the choosing of the high school where the students learn
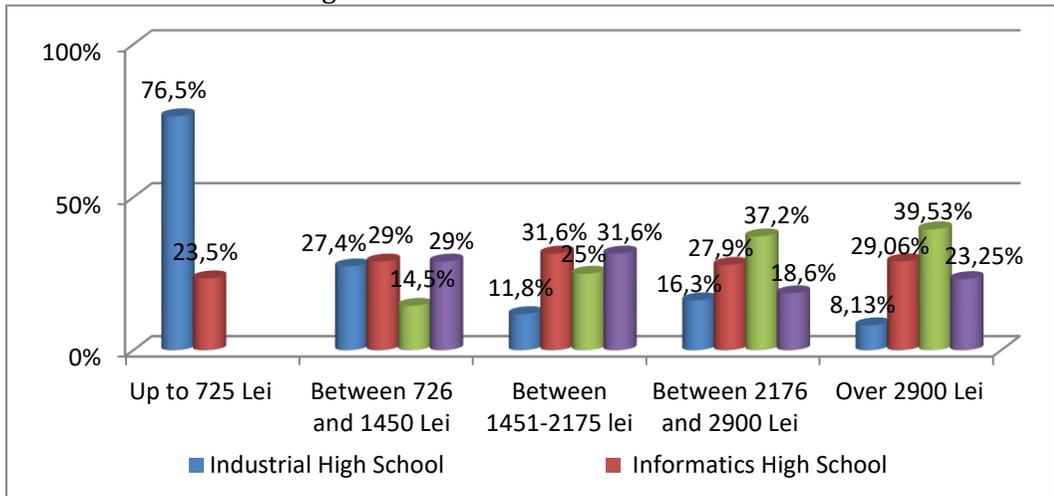
When considering the poles of the categories of family incomes, we find out that in the case of the Industrial High school, ranged as the least performing from the point of view of the final Baccalaureate results, over three thirds of the students (76.5%) come from families who had a monthly income lower than 725 Lei. Nevertheless, it is necessary to mention that the high school's ranging as the poorest high school in Petrosani is not the result of a deficient training of the teaching staff, but of what specialized works call the "composition effect". Those schools, mainly including students who do not own a good social and economic status, mostly exert demands on their teaching staff in the field of providing order and discipline rather than in the field of transmitting knowledge (G. Neagu, 2011, p.254). At the opposite side, we find the Theoretical High School. Almost 40% (39.53%) of the students who attend its courses have a family income that surpasses 2900 Lei per month. It is worth mentioning that the families ranging within the inferior category of incomes (between 2176 Lei and 2900 Lei, namely 37.2%) also decided upon this educational institution. The reason explaining why not all the families having a high income choose to send their children to the Theoretical High School, considered the best high school in the area, or the motivation that explains why certain families, which do not have high incomes, nonetheless, do their best in order that their descendants become pupils of this high school, resides in the lack of balance between the different types of capital.

When considering a good economic capital, yet, not supported by the social intra-family capital, we may speak about a certain lack of interest manifested by the parents, about the transfer of educational worries towards other members of the family, towards tutors, or about parents' implication in other fields. When we analyze the case of the families that, despite the fact that they do not have a special economic capital, but own a social intra-family one, we deal with a situation previously encountered in sociology. Almost half a century ago, a team of sociology researchers, whose leader was James Coleman, based on a vast inquiry, observed that the best solution in increasing education chances does not consist in schools leveling, but rather in students leveling, through the social component of school groups (apud A. Hatos,

2006, p.125). The fact that, a good high school, such as the Theoretical High School in Petrosani, also registers students coming from families whose economic capital is not very high, expresses, in fact, a positive behavior of those parents who want to increase the chances of educational and social success of their own children, confirming Coleman's theory set forth decades ago. According to him, the previously mentioned facts are included within the sixth conclusion of his report: the most powerful school factor of educational success, completely independent from the child's social origin, is that of the social composition of the class the child belongs to (J. Coleman, 1966, p.325).

As a matter of fact, in another research, James Coleman shows the astonishment of the U.S.A. educational authorities when confronted with the fact that the parents of certain Asian children, who were immigrants, bought two handbooks for each child. The explanation was surprising: the second handbook was used by one of the parents, especially by mothers, in order to study with a view to help the child with the homework. Although the parents' human capital (J. Coleman, 1988, p.110), understood as the capacity of the human individuals to invest in themselves through education, training, and self-care and as a manner of increasing their incomes throughout their life (Woodhall apud A. Hatos, 2006, p.79), was low, it was replaced by the intra-family social capital targeting children's education. Once again, this proves the importance of social capital in the intellectual and educational development of children. Accordingly, a powerful human capital of the parents becomes insignificant as an influence upon the future school evolution of their children, in the case it is entirely used outside the family. In other words, in order that children get noticeable positive educational results, it is compulsory to combine the human capital with the intra-family social capital (J. Coleman, 1988, p.110).

The significance test χ^2 shows that there is a connection between the family income and the high school students learn at: accordingly, those high schools with high performance are preferred by the students who generally belong to families whose monthly incomes are higher than those of the families of the students who learn at less performing high schools ($\chi^2 = 64.21$, at p<0.01). Meanwhile, the correlations showed that, at least, in the case of the parents who attended higher education courses, a certain influence upon their children is exerted with a view to determining them to become students at a specific high school (the Theoretical High School, in our case):

Figure no. 5. Correlation between the higher education training of the parents and the choosing of a high school
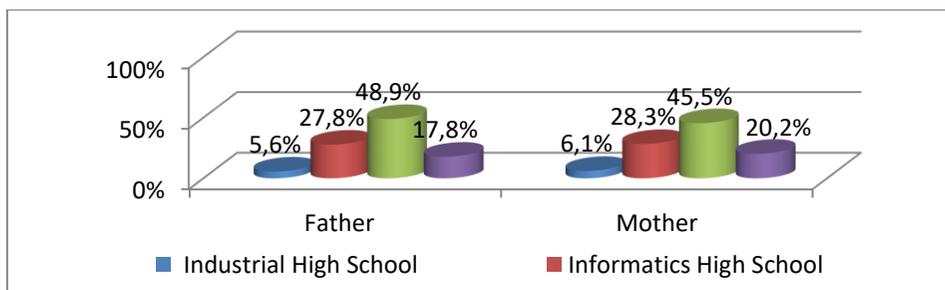
Let's notice, according to Figure 5, that we deal with a precise family situation while choosing a secondary educational institution, which is also confirmed by the correlation coefficient of Spearman's ranges (in our case representing 0.513, at a significance margin of 0.01) that show the powerful link between the training of the two parents. In other words, from the point of view of the parents' education, families are, to a large extent, homogeneous, relying on the endogamous principle. The influence of the parents upon choosing a good high school is understood through the performance such a secondary education institution exhibits while educating its students, through the results obtained at school Olympiads and various other national competitions, through the results of the baccalaureate examinations and the percent of the high school students admitted to higher education institutions in the country and abroad.

We shall further show the manner students' projections of the future give a clue upon the functioning of social mobility influenced by the educational level of their parents, at least, at the level of intention:

Figure no. 6. Correlation between father's education and students' future plans
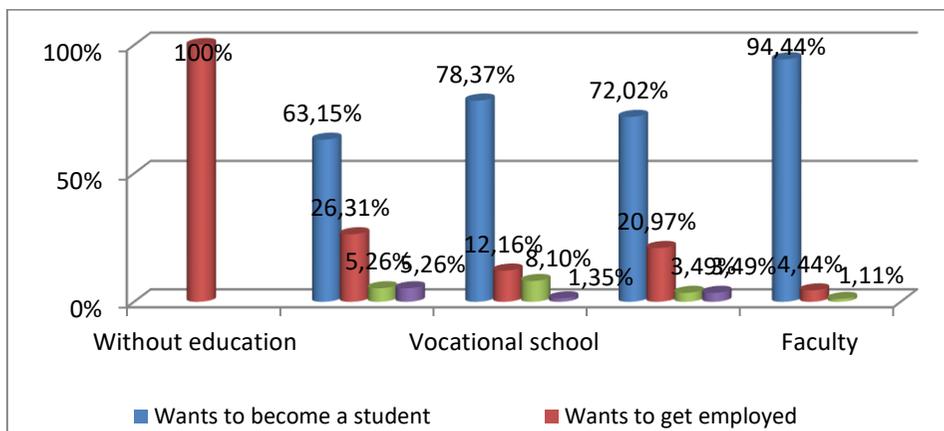
Figure no.7. Correlation between mother's education and students' future plans
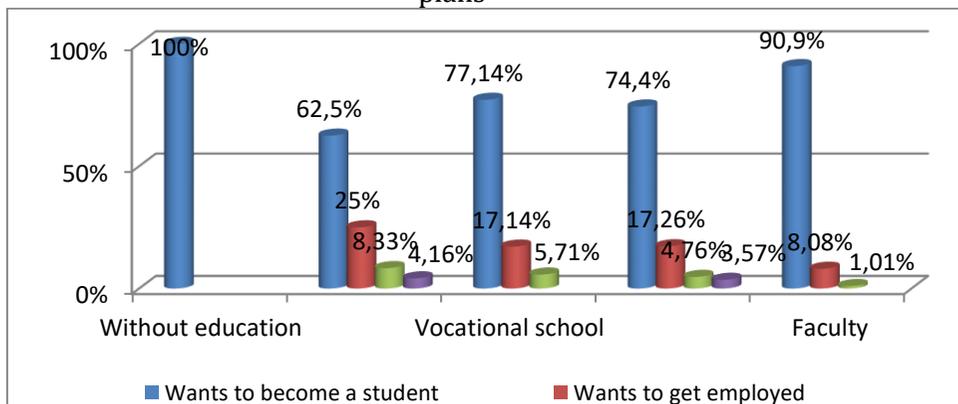
There is a powerful similarity between the two correlations, graphically represented. Irrespective of the fact that we deal with father's education or with mother's education, their level of education similarly influence the high school students' future trajectory. The inter-generation educational mobility, *at least at a declarative level,* is also present. In the case when we consider each of the educational categories of the parents as students' social origin classes (1st class – without education, 2nd class – comprehensive school, 3rd class – vocational school, 4th class – high school, 5th class – faculty), then the target classes of the students envisaged by their future plans are the categories of: *student* (which implies higher education, once a high school student enters a faculty), *employee* (which means the ending of the high school student's educational trajectory with secondary education), *no plan* category (also similar with the ending of the educational trajectory of the high school student with secondary education) and the *something different* category (also implying secondary education).

Table no.1. Absolute and relative frequencies representative for the educational intended inter-generation mobility

Father's education	Student's target class					Total	T
	Wi thout education	Ge neral school	Voc ational school	H igh school	F aculty		
Without education	0	0	0	0	1	1	1
Compre hensive school	0	0	0	7 (36.84%)	12 (63.15%)	9	1
Vocatio nal school	0	0	0	16 (21.62%)	58 (78.37%)	4	7
High school	0	0	0	40 (27.97%)	103 (72.02%)	43	1
Faculty	0	0	0	5 (5.55%)	85 (94.45%)	0	9
Total	0	0	0	68	2 59	27 (100%)	3

The cases delineating the diagonal of Table no. 1 represent the students who are supposed to be characterized by educational immobility; those placed above the diagonal represent the students who consider themselves as mobile along an ascendant path; below the diagonal, we find those students who are mobile along a descendent path, according to their own anticipations. The calculations show the following:

a) Rate of educational immobility (anticipated) = (125x100)/327=38.22%

b) Rate of ascendant educational mobility (anticipated) = (197x100)/327=60.24%

c) Rate of descendant educational mobility (anticipated) = (5x100)/327=1.52%

Owing to the data contained by Table no. 1, we are able to calculate students' relative chances to get a certain education depending on their fathers' education. Relative chance is calculated as the ratio of absolute chances (Hout M. apud P. A. Tufiş, 2011, pp.314-316). We should stress again that we deal with students' anticipations and opinion data concerning their future educational ranking. Factual data are those that represent their parents' educational status. According to Table no. 1, there is, for instance, a statistic chance (probability) of 94.45% that a student whose father attended higher education also attends the same type of higher education. On the other hand, there is a statistic chance (probability) of 63.15% that a student whose father attended comprehensive studies might attend higher education. In such a case, the relative chance to attend higher education of those students whose fathers attended higher education is 1.49 times higher than that of those students whose fathers attended comprehensive studies. Certain of these chances are surely overrated and the real situation is to be known only at the moment when the students graduate and subsequent comparisons involving factual data may be undergone. Nonetheless, in such a case we deal with panel researches that imply an expectation margin of several years.

4. Conclusions

Population's quality of life leaves its mark on young people and influences their vocational decisions and implicitly their educational and professional path. The search for vocation is essential and should be done responsibly and seriously by all teenagers and all youth due to the fact that choosing the right vocation for individual skills leads to an appropriate educational and professional path. The life quality of the family and community is reflected in the conscience of young people, influencing the educational and professional path of high school students.

The results obtained confirm certain previous studies, both in Romania and abroad, regarding the influences that children's social origin has on their entire educational and professional path, starting with the choice of high school and continuing with that of the University where they want to complete their educational and professional training. We tried to show that the image of the community, the way it is reflected in the conscience of the youth can influence their future plans. A community perceived as weak from an economic perspective, dominated by unemployment and poverty will generate the desire of thy youth to leave it, young people being aware that only territorial mobility will provide them with more social mobility. So social origin is no longer sufficient to occupy a social position valued as good in a community that is no longer resilient. The reality we have encountered in the field is nothing new. For example, we managed to confirm in the educational space of the Jiu Valley the sixth conclusion from the report of J. Coleman which makes direct reference to the social composition of the class of high school students as a first-rate school factor in educational performance, totally independent of social origin of the child. We have shown how students who do not come from families with a remarkable economic status, once they choose to continue their studies at one of the good high schools in the locality obtain performances similar to those that have a different social origin from an economic perspective. Although our survey was conducted only on high schools of Petroşani, we consider that its results can be extrapolated to the entire Jiu

Valley, as the population of this urban microregion with a predominantly industrial profile, is quite homogeneous, which allows an extrapolation of conclusions.

The main conclusions of the analysis are as follows:

1. About 80% of the 11th grade high school students are convinced that their chance of social success is maximized, or becomes possible, only if they leave Petroşani or the Jiu Valley;

2. In the case of the high school students who come from families with high economic status, the desire to go to college is 2.17 times higher than in the case of the high school students who come from families with the lowest incomes;

3. More than a third (35.3%) of the students who come from families with an income of up to 725 lei want to get employed, being fully aware that their social origin does not allow a financial support for the entire duration of their higher education;

4. There is a directly proportional relationship between the high school quality and the desire of its students to go to college. In the case of the lowest rated high school only 31.66% of the high school students want to attend college, whereas in the case of the best rated high school this proportion is almost 100%;

5. The choice of high school is not made randomly, nor is it based exclusively on the admission average grade, but we witness a direct influence of the child's social origin, both from a financial perspective and depending on parents' level of education: a) high performance high schools are preferred by students who generally come from families whose monthly income is higher than that of the families of students who attend high schools less efficient when it comes to results; b) there is a real family atmosphere created around the choice of the secondary education institution, confirmed by the correlation coefficient of the Spearman's ranks which indicates the strong connection between the studies of the two parents;

6. The future plans of the high school students are strongly influenced by the parents' education, aspects, as we have seen, that tend to overlap to a considerable extent;

7. The relative chances of high school students to attend higher education differ depending on the social origin, favouring the children who come from families in which parents themselves are college educated.

Family, as a psycho-social environment, represents a factor that exerts its influence not only in the choosing of the high school, but also represents, as we have already shown, an important support in carrying out future plans through influencing the chances of social mobility. The previous assertion is made in the context of a series of larger studies, such as J. Goldthorpe's research, which were meant to find out the existing relations between *social origin and education,* between *social origin and social destination,* or between *education and social destination.* According to such analyses, although the last years show that, in Western society, education mediates the transmission of the status between generations, leaving aside social origin, to a certain extent, we cannot demonstrate the diminishing of the prescriptive forces of social origin in personal success. This means that, from the point of view of inter-generation status, there is still a permanent association between social origin and the target class (apud Georgescu, 1998, p.58).

Although we live in a society where the educational system has become democratic, allowing children and young people, belonging to different environments, to attend the courses of the most prestigious educational institutions, nonetheless,

certain aspects seem to have remained unchanged. We have in view the importance of family milieu, understood through the common action of economic capital, human capital, and intra-family social capital. Irrespective of the degree of democratization of the educational system, through offering equal chances in attending education to all children, the students' social success might be null or largely limited, in the case their parents and origin family, in general, are not able to provide the elements required by their development.

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THEORETICAL PERSPECTIVES FOR TACKLING DOMESTIC VIOLENCE

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Abstract: *The concept of domestic violence is widely debated in the literature, as it is one of the most brutal manifestations of inequality in society due to the physical, psychological and legal implications it involves, with multiple causes and forms of manifestation. This Article contains a brief presentation of the theorethical framework to address the phenomenon of violence. Although it is difficult to reach consensus among researchers, the presentation of various theories and perspectives is intended to understand the common thread that essentially permeates the phenomenon of domestic violence and it's deeper understanding. This Article addresses the theories considered most representative for a comprehensive research into the phenomenon of violence, namely: Biological, sociological and psychological and psychosocial theories.*

Keywords: Domestic violence; victim; aggressor; aggressiveness; sociology theories; biological theories; psychological and psychosocial theories; phenomenon

1. Introduction

The phenomenon of domestic violence is present in everyday reality, closer to or further away from our home, our values, our conflict resolution habits and self-control of impulses. By trying to identify the main causes of aggression, various theories in the field of psychology and sociology try to sort out the multitude of definitions in this field, considering aggressiveness as a function of protection or survival of the individual (Lorenz), as an unavoidable expression of energy, pulley (Freud), As a learned behavior (Bandura) or as a response to social stress (GIL). The approaches often differ widely: Some try to explain aggressiveness and others are violent or open aggressiveness; some explain intra-afamilial violence in the broader societal context; others have a more specific approach, looking in particular at the latter; some explain male violence in particular, and others violence in any gender; some try to explain the aggressor's co-operation and others the victim's specific conduct. Some of these are set out below.

2. Biological theories

Developing the Freudian view and the analoguey between animal and human nature, K. Lorenz (1952, 1966; water Turliuc, 2007) developed ethological theory, where he claimed that aggressiveness met survival needs, with more aggressive individuals increasing their chances of survival. The aggressors manage to get more easily the resources they need their lives, with natural selection being responsible for preserving and strengthening the aggressive instinct (Otovescu, 2009: 254). Lorenz emphasized the biological-industrial nature of aggressive behavior. It is an instinctual energy, accumulated over a long period of time and, at the same time, a discharge and (re)modeling of it by related and conjunctural factors. The theories that supported the instinct nature of aggressiveness have been subject to multiple criticism, and aggressiveness can be influenced and modified more than suggested in them.

The representatives of sociology insisted, like ethologists, on the adaptive valences of aggressiveness. But they claimed that the aggression occurred in order to

increase the likelihood of the aggressor genes being transmitted to the next generation. E. Wilson (1975) considers that this ultimate goal of genetic survival also imposes limits on aggressiveness because its exacerbation could lead to the elimination of some of the aggressor's own offspring.

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The rejection of the instinctive nature of aggressiveness did not mean denying biological influences on aggressive behavior. The development of the modern vaseness technique in the field of genetics allowed the study of the human carytype, through which the lumbar theory is reconfirmed in the form of the theory of chromosomal aberrations. Thus chromosomal anomalies become the innate, genetic causes of violent behavior. For example, it is known that subjects with double Y syndrome (the phenotypic consequence of XYY triisomy) are characterized by mental lability and aggressive behavior.

<u>The neurobiology model</u> starts from the analysis of anatomical structures and non-orochemical systems involved in the production of aggressiveness "normal" and "pathological". In this context, it is emphasized first that aggressive reactions have a neural mechanism, excessive stimulation or dysfunctions of nervous formations (time lobe, diencesphal, language system) producing aggressive behavior. Fernandez-Molina (Art. Stein, 2000) has demonstrated that there is a morphological and functional interrelationship between the temporal and diencefal lobe and that some centers of tonsil influence emotional responses of defense, rage or escape. Other authors also insisted on the important role of the language system and the frontal lobe. D.J. Stein (2000), for example, shows that there are certain data that indicate the existence of specific frontal-lobe dysfunctions in the psyche (such as the deterioration in the processing of materials with a strong emotional echo), which also explains their higher aggressiveness.

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The second aspect of the neurobiology pattern is related to the particularities of the nervous system operation: The operation of the neurotransmitters, the mechanism of polarization, the play of excitation and inhibition, etc. these neurological processes provide the mechanisms for adapting the body internally and externally. Aggressiveness would be, in the deepest biological sense, an extremely adaptable means, which would be the basis of negative emotional States, hatred or anger.

The third component presented in the neurobiology pattern is the involvement of endocrine glands in aggressiveness, the role of testosterone in manifestation of human aggressiveness. After O. Klineberg (1956, water M.N. Turliuc, 2004) the male aggressiveness is less socio-cultural conditionality and it is found throughout the animal world. The injection of male hormones into embryos increases the aggressiveness of animals after their birth in both sexes.

Genetics, neurology and endocrinology have been invoked to explain the differences between the average gender performance on aggressiveness. Researchers argue, for example, that the higher level of sexuality of the male sex has a strong biological determination because: 1. This gender gap is very similar in humans and higher primates; 2. it is universal in the sense that it is present in all cultures and 3. the level of aggressiveness is sensitive to the action of male sex hormones.

The fact that men are more aggressive has encouraged an ambivalent attitude toward aggressiveness and violence. When carried out for the purpose of maintaining peace or love, aggressive acts are considered a good and necessary thing. It is no wonder that domestic violence was so tolerated, that the syndrome of the beaten child was only defined by specialists in the seventh century, that the legal provisions against domestic violence are extremely recent. Male aggressiveness has a direct, particularly serious impact on family or couple life. Violence prevents the development or maintenance of the natural sense of love and mutual respect of partners, favoring resentment, emotional rupture and gradual dissolution of relations.

However, the explanations provided in biological disciplines are far from sufficient or definitive and are often insufficiently correlated.

3. Sociological theories

Most often, the sociological perspective of domestic violence tends to explain its appearance through the social stress to which families are exposed. Some authors go further (e.g. GIL, 1978) and say that social stress is the expression of social values and practices that shape the family structure. "Ultimately, society would actually be responsible for the domestic violence," K. noted Browne and M. Herbert (1999).

The social stress model. Factors such as unemployment, poverty, overcrowding, isolation or alienating working conditions are seen – the Gelles note (1987) – as generators of individual frustration and stress that can lead to violence. The author concluded in his paper that violence was a way of adapting or responding to structural stress. But since violence does not only occur in disadvantaged economic categories, but is spread across the spectrum of these categories, this perspective is limited. Other attempts to explain intravamal violence in sociological terms are resource theory (Gooid, 1971), general system theory (Straus, 1980) and exchange/control theory (Gelles, 1983).

Gode (1971) says the family, as a social institution, relies to some extent on force and threat to maintain order. The more alternatives or resources a person has to exercise power, the less he or she will be willing to use force openly. Most people do not enjoy strength in these situations because of its high costs. Goode suggested that middle-class families have moved resources from their higher prestige and better economic position and will therefore be less inclined to use violence or threat. O'Brien (1971; water Brown and Herbert, 1999) followed the same line of thought when it made the assumption of the inconsistency of the State. He focused on the husband's economic problems and the different level of training of the spouses, which can generate a lower position of the husband in the family. Violence is seen by him as a solution to remedy the low status and increase self-esteem.

The theory of social exchange/control on family life is based on the concepts of mutual rewards and punishments. Family members exchange or share feelings, services and resources. When the balance of trade matches the apropates of individuals, peace and order will prevail.

Feminine patterns. An alternative approach suggests that individual violence reflects the micro-system of power relationships in a society. For example, one of the female explanations of violence against women and children takes into account the subordinate position of women in society in general. The purpose of violence is considered to be the exercise of control over other members of the family. Hanmer (1978) extended this theory to one that included the entire state apparatus (represented by men), claiming that the policies of the welfare state only induce dependence on women.

A. E. Dobash and R.E. Dobash (1979, 1987) have identified three basic elements of this theory: 1. Men exercise a domination and systematic control over women, 2. Violence occurs in men who believe in their patriarchal rights, and 3. The use of violence by man over women is accepted by society. The authors claim that in society the man has traditionally been grinned with a series of freedoms which are not allowed for the woman. Sexual abuse, sexual harassment, sexual exploration, pornography and prostitution are methods that society uses and tolerates for the persecution of women.

The most widespread sociological explanation indicates that cultural values, accessibility of weapons and exposure to aggressive, unsanctioned models affect

personal attitudes toward domestic violence. This, in turn, influences the individual's acceptance of aggressiveness as a form of emotional expression and as a method of exercising control over others. Social groups and communities can develop a high tolerance to aggressive interactions, leading to so-called "violence subcultures".

In conclusion, the sociological explanations have evolved from the mere explanation of violence through social stress (such as poverty) to those involving transactions between the aggressor and the victim in the context of the family and societal structure.

4. Psychological and psychosocial theories

Psychanalytical theory. The psychanalytical explanations of violence are related to the concepts of conflict within the apsychic, personality disorders, negation mechanisms, developmental deficiencies or self weakness, narcisism, childhood trauma, masochism, etc. (Hearn, 1998).

The lombrosian channel, S. Freud has supported the idea of aggressiveness that tends to impose itself as an uncontrollable force that disorganizes and divides. As a matter of fact, his very theory on the three psychic courts (unconsciousness, subconscious and conscious, and then self, self and supereity) came out of the idea of the dispute between them for determining the conduct of the individual.

People with antisocial behavior are characterized by a weak superposition, a lack of coherence of self and poor functioning of sublimation. Violent men tend to use their violence as a mechanism to intensify the EU deficit, because their repertoire of non-violent behavior and communication skills is very limited. The weak Suprey of people with antisocial behavior does not allow them to defeat their violent and impulsive starts. The sublimation mechanism also plays an important role in solving the edipian complex at the beginning of the lag period. It enables the child to change his/her life and to devote himself/her to socially valued activities: Social learning, gaming, cultural activity, etc. within the family, this self-defense mechanism will contribute to the development of feelings of devotion, affection and respect for the same-sex parent with which it will identify itself for the purpose of developing its gender identity. Aggressive and anti-social people not only fail to redirect their pulsional energy toward educational activities, but also do not end up developing feelings of love, respect, or devotion in their significant The most effective way of explaining the fundamental mechanisms of aggression is provided by the pulley survey. Pulsion is, in Freud's view, a dynamic process consisting of pressure (impulse, energy load, mobilizing force, somatic force imposed on the psychic device) which forces the organism to eliminate the state of tension. In his first theory of pulley, Freud opposes sexual and self-preservation pulsions (the survival of the individual depends on; for example: Hunger and food functions); in the second, Freud sets out the dualism of life and death, often assimilated to sexual and aggressive dualism. Death Pulsion competes – most often without great success – with life pulses that motivate people to survive and reproduce. Here are some of Freud's specifications regarding the dissection pulsions (apud J.) Laplanche and J.- B. Pontalis, 1994, pp. 324-343):

"Death impulses are those profound impulses of being, which tend to reduce the pulsations of life, with the aim of suppressing them and restoring life to its inorganic forms. At first, the death pulleys head inward, following self-destruction, then turn outward, manifesting themselves as aggressive or destructive pulsions.

The pulse of aggressiveness is most often used in its extensive direction by the death pulley, directed outwards. The aggressiveness would result from the play of Eros and Thanatos, being an outward direction of death, based on the movement mechanism, arising from the individual's need to protect himself.

"The Pulsion of destruction is most often a synonymous term for the pulsion of death. Sometimes he becomes synonymous with aggressive pulsion, expressing the orientation of death pulsing toward the outside world.

"The Pulsion of domination (of domination, of authority) is aimed at dominating the object by force. It is a non-sentimal pulse, which unites only secondary to sexuality, and which underpins child cruelty before the onset of the feeling of pity and sadism, cruelty which does not initially follow the suffering of the other.interpersonal relationships.

The psychanalytical approach has been criticized mainly by representatives of the feminine movement. For example, women are described as dominating, masochistic, fridges, aggressive psi, over-protection against sons, regularly imposing castration penalties, etc. (Hearn, 1998). They seek or tolerate abuse in order to continue treatment from childhood. The feeling of inferiority suffered by girls is seen as an explanation of the tolerance of abuse and violence of the man in adult age. Furthermore, the Catharist theory that aggressiveness decreases if expressed from inside to outside has been criticized by women who claim that this rather encourages and amplifies aggressive manifestations.

Theories of situational influences. The partisans of the acquired character of aggressiveness claim that this occurs according to situational factors, as an individual's response to concrete environmental conditions and to the increasing temptations in the consumer society (Turliuc, 2007). In this respect, the theory of John Dollard and his collaborators explains the nature of aggressive behavior through the frustration-aggression theory. Their frustrated and aggressive work (1939), one of the most influential research into aggressiveness, starts from two postulated: Aggressiveness is always a consequence of frustration and frustration always leads to some form of aggressiveness.

Blocking the path of reaching a particular purpose creates frustrations which, in turn, are the source of aggressiveness. Blocking access and fear of the source of frustration mean that aggressiveness often does not focus on its source, but is re-directed and re-directed toward a target substitute, less likely to take revenge and make it safer.

As Dollard and his colleagues showed, the Cathy theory claims that the expression of anger leads to an improvement in the emotional state. Bushman, Baumeister and Phillips (2001) consider that, although there is a kernel of truth in this theory, it is incorrect as a whole. Their complex experimental study has denied the alleged liberating effects, the discharge of negative impulses and tensions through aggressiveness. It does not "clean" the psychic of long-term hostile pulses, although it brings a better momentary condition recognized by most subjects. This explains why individuals – unable to reach a state of pleasure, psychologically well, by carrying out socially accepted acts – can resort to aggressive demonstrations to change their momentary mood.

The theory of emotional adjustment says people engage in an aggressive act when they hope that this will get rid of anger and feel better. Those who experience

negative emotional affectives will be more receptive about ways of improving their emotional salt. This is why aggressiveness will increase at least to individuals who believe that the expression of anger and its exterior is an effective way of regulating or improving their emotional state.

Social learning theory. The theory proposed by Bandia is to fill the existing gap between the psychanalytical and behavioral-centered theories. Based on the Behaviorist theory, this approach provides a less rigid understanding of human aggressiveness, insisting on observable changes in a person's behavior as a result of learning. Social networking also means acquiring aggressive responses, either through direct learning (as a result of rewards or punishments) or by observing and imitating the conduct of others. The experiments of Bandura and his collaborators (1973) have shown the role of adult as a model for learning aggressive behavior in children: Those who witnessed aggressive behavior by the adult, have also behaved more aggressively. Moreover, aggressiveness has increased when aggressive behavior was rewarded, when the pattern pursued was of the same sex as the child sic and the model had previously had intense ties with the child. In principle the theory is that we tend to maintain aggressive behavior followed by desirable (or rewarded) results and we avoid aggressive behavior followed by undesirable (punished) results.

Without denying the role of the environment, Bandra (1973, 1977) recognizes the importance of internal processes such as cognitions and emotions. The family environment is one of the psychosocial frameworks for acquiring aggressive scenarios, which are supported by knowledge and assessment structures – perceptions, attitudes, regulatory beliefs – that send to aggressive behavior. Human beings learn how to perceive, interpret, judge and respond to stimuli from the physical and social environment by crystallizing myrial-behavioral scenarios, which are frequently learned and used, can become automated in time as skills.

The training of gender differences, including those on the level of aggressiveness, is explained by the impact on the development of parents and other social agents. In terms of aggressiveness, it is parents who often encourage aggressive behavior by their children, either by ignoring their aggressiveness manifestations or even offering hidden rewards such as obtaining the desired objects, paying attention and encouraging them by means of gestures and smiles. Bancura (1973) also introduced the term "social hardeners" to explain when a behavioral response is followed by someone else's positive or negative response, which strengthens or inhibits the chance of that behavior occurring.

Bandura's research into aggressive behavior has shown that learning through demonstration can be an important means of processing aggressive models, even without reinforcement. The higher the age of children, the better they understand that aggressiveness is accepted behavior in society, especially for male ones. This theory is used to explain the intergenerational transmission of abuse.

The victim's perspective and the theory of helplessness learned. Some authors (Gelles, 1976; Walker, 1984) have promoted this theory to explain the behavioral and behavioral mechanisms of the abused woman. This theory is part of the depression theories and was developed by Abrahmson, Seligman and Teasydale. Her authors claim that depression is the cause of negative life events or the non-occurrence of positive events, which lead to a depopsgene assignment style. It is about the tendency acquired

over time, driven by the aggressor, to attribute negative events to stable and global internal factors.

The theory of helplessness learned is based on three aspects: Information about the event or situation, cognitive representations of the situation and the response to the situation. The second component is extremely important because at this level the person realizes whether or not their expectations can be met. Cognitive, motivational and emotional disturbances can occur at this level. Thus, if a person does not believe yes can control the result of his behavior, he will respond by the trained helplessness (Snyder and Ford, 1998). In the case of the abused woman, if there is no belief that she can control what happens to her, it will be difficult for him to believe that she can influence her abusive situation, which prevents her from being released from her situation. Once she acts according to the belief that she is helpless, her perception will become reality, the woman becoming passive, obedient (Walker, 1984). In describing violent incidents, women assaulted by their husbands do not seem to be as helpless as they believe (Gelles, 1987). The interpretation of their behavior is rather determined by the set of negative cognitive representations, by their belief in what they cannot and less by the reality of their abilities.

Integration theories centered on interaction - On the basis of past experiences, some private partners tend to establish aggressive relationships because they are familiar, have become accustomed to them, feel comfortable within them, considering violence the expression of mutual concern, attention and attachment. In this respect, Hanks and Rosenbaum (1978) have pointed to the extraordinary similarity between the current marital relationship of abused women and the marriage of their parents. Some theories try to move further away from the individual psychological perspective to focus on studying the interactions between family members.

Interpersonal interactive perspective. Toch (1976) analyzed the characteristics of both the aggressive man and his context and victim. He concluded that aggressive manifestations are associated with the macho attitude and the tendency to maintain a private personal identity in relation to the partner. Studies on open conflict show a consistency of aggressive reactions and features associated with them in a development perspective.

The theory of marital power. The foundations of power are the organization and resources that dominate one of the partners. These may include not only skills, information, personality features, social and economic status, but also cultural definition by which a partner has authority within the intimate relationship. Power processing refers to interacting techniques that an individual uses to gain control, such as negotiation, serviability and problem solving. According to the theory of marital power, partners lacking power have greater chances of being physically abused by their life partners.

Serra (1993; water Mandrila, 2003-2004) shows that the use of violence has various meanings, depending on who is used: When used by a man, it means power, and when used by a woman it means lack of power. These meanings are taken from the specific culture of a Community.

The theory of traumatic bonds. This theory was proposed by Dutton and Painter (water Mandrila, 2003-2004), considers that throughout their lives, Masochistic women have experienced and assimilated violent behavior in their subconscious behavior by persons important to them (father, brother, teacher). The

theory is trying to explain why the beaten woman stays with the man who beats her. The authors put forward two common assumptions for all such relationships: The lack of balance in terms of the power in the couple, so that the beaten partner is perceived as being dominated by the other, and the intermittent nature of the abuse. Since abuse occurs intermittently and periods of abuse are characterized by positive behavior (such as attention and love statements, remorse, etc.), it is difficult for the abused to leave the relationship. This loyalty of the victim to her abusers was similar to the Stockholm Syndrome.

This loyalty results from the identification of the victim with the aggressor as a way of dealing with the hazard, in a situation where the victim is powerless: "The more isolated the victim, the more its dependence on the abusers increases, not only in terms of its basic needs, but also in terms of emotional support. The more he is afraid, the more he is tempted to cling to the only relationship he is allowed to have with the aggressor. In the absence of any other relationship, it will try to find support in the one that holds it. Inevitably, in the absence of any other point of view the victim will end up seeing things through the eyes of the abuser" (Voinea, 1993, p. 109).

The multifactorial model of domestic violence. The model developed by Browne (1988; water Browne and Herbert, 1999) was the basis of the one developed by Pirozynski (1991), which we presented earlier. Browne suggested that stressful factors and environmental influences were mediated by relations between family members.

The model suggests that situational stress has the following 4 elements: Inter-marriage care relationships, maritime disputes, livious or concubine parent and natural parent, between custodian and non-monkey parent, etc., relationships with children and dependant elderly persons: the distance between the age of children, the size of the family, the degree of attachment of carers to the expectations of those dependant on them, etc., structural stress: poor housing conditions, unemployment, social isolation, the threats of care and protection authorities, values and self-esteem, etc., stress generated by addicts: for instance, one that is not desirable, that has incontinence, that is difficult to discipline, that is ill, that has physical or mental deficiencies, that is too energetic, emotional or too demanding, etc.

The chances that these situational stress factors will cause domestic violence are mediated by the relationships and interactions of family members. The secure relations between them will devour any effect of stress, favoring the development of the child strategies of the family. On the contrary, uncertain or preventable relationships will periodically trigger an escalation of negative emotions, which may lead to physical or emotional abuse. It will have a negative impact on interpress relations, making the system more vulnerable in the future to different stress. When positive feedback (which amplifies the change in the family system) occurs a systematic overheating (vicious circle) against a background of constant stress that will cause repetitive physical and emotional attacks. This situation is gradually getting worse, known as the "spiral of violence". In some cases, violent individuals will try to cope with their aggressive feelings toward certain family members by neglecting them physically or emotionally, in order to avoid interactions that could cause them injury.

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LEVIATHAN: STATE-MAKING AS RACKETEERING

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Abstract: *The contention of this paper is to show that what modernity calls State is not the result of a historical necessity, the result of an unstoppable drive towards progress. The State should not be conflated with the idea of political and social orders. The Greek Polis or the Roman Empire are not states in the modern sense, that is a kind of entity that is existing somehow independently of the rulers and the ruled. The birth of the State was an unintentional product of the activity of centralization of feudal monarchies. This process is akin to that of a racketeering gang and entail also the elimination from the public sphere of every kind of other possible power that might deny the claims pf the State of exclusive legitimacy.*

Keywords: modernity; state-building; religion; racketeering; war.

1. Introduction

The modern world assumes that the kind of political and social order known as the state is an ahistorical product of human action. It is supposed that its function is to protect and organize the life of human communities, making it possible for those to protect, control, and form their existence. But this is a false presupposition, argues the theologian William T. Cavanaugh, that has become so pervasive, that no one questions it. Even Christians believe, most of the time, that only the state/the State (as a kind of self-sustaining relatively independent entity which is the model for all particular extant states) has the responsibility to protect the public interest or the public good (Cavanaugh 2004: 243). Even Christian ethics accepts in a non-critical manner some idealized and ahistorical/transhistorical assumptions about the role, function, and the being of the state. The state is thought to exist since the beginning of time, and it is assumed that it takes different forms: the Greek Polis, the Roman republic, or the under the form of a kingdom/empire, etc. All forms of human community are conflated under the concept of state. It is also assumed that society precedes the state that it is larger than the state and that the state is at the top of a pyramid whose basis is the family. The state is supposed to be in the service of society, which is thought to be ontological basic (Cavanaugh 2004: 244). For Cavanaugh, history and reality deny these assumptions. The state is not an ahistorical reality, it is neither natural nor a primordial political order, but a recent and artificial invention. The state gives rise to society and it is not a limited part of society. The state has engulfed society, has fused with it. The political form of organization known as state or the State is a form developed in the Western world (Cavanaugh 2004: 244). It arose during the Renaissance and the Reform. It is a form of political organization intimately bound with the notion of sovereignty, as the only supreme authority within the boundaries of a territory. This form of political organization claims to exert legitimate authority on a given territory as opposed to other types of political structures based on coercive force. Other, ancient forms of government were not based on territoriality but on ties of personal loyalty, kinship,

religion, tribal affiliation, etc. The state started to demand from its citizens a hitherto unknown form of loyalty, an exclusive type of loyalty.

The roots of the State – in the sense of a self-contained unity, independent of the rulers and the ruled - were seeded in the Middle Ages by the gradual increase of royal power. The process was centered around the royal courts. The royal courts began to transform into bureaucracies, whereby their role shifted towards centralization, regularization, and keeping account of revenues. Their importance increased in the 12th and 13th centuries due to the fact they were called to intervene in the disputes between knights and lesser landholders that demanded protection against powerful aristocrats. They also became a tool used in the struggle between the king and the aristocracy. This intervention contributed to the increase of royal power. The main weapon used against the claims of the feudal lords was not always the sword but the law. The law become the main instrument in the process of centralization and from the 14th century. Along with the law, another instrument began being used more consistently: taxation. In the process of exerting its functions, the court began relining almost exclusively on taxation. This affected mostly the unrepresented, common people. The new bureaucracy took into account the common people only in their quality as a source for revenue extraction. During this process, the meaning of what was the common public good transformed. It became the property of the nascent state. Concomitantly, a transfer of rights from local legal bodies and lords took place. They went to the royal courts, to the king. The administration of justice, which was hitherto an attribute of local authorities/lords was usurped by the central authority, albeit the legal right and the administration of justice were not the work of the centralized power. This process was not intended to expand the existing public space or to create a truly public space as modern people know it. This happened, nevertheless. This result is due to the interests of special and dominant groups. Back then, contends Cavanaugh, there was no society in the modern sense of an overreaching social unit defined by a common public interest. There were multiple societies. The royal administration was not able to reach and affect the life of the majority of the people. And important elements of the military were not under royal/centralized control. Society is brought about by the centralization of royal power but not because the central authority decided it would be good to impose a uniform system of common good and justice be it in the name of the people, or society, or public interest (this would be the point of view of a functionary of the state, whereby the world is something to be transformed by the means used by the government) (Cavanaugh 2004: 248). The State entered the stage of history due to its superior capacity of extracting revenue, as the sociologist Charles Tilly states, mentioned in Cavanaugh (2004: 248), due to the centralization and monopoly-building on the means to exert violence.

2. The myth of religious wars

The state and its claims, its basis, and justifications must be examined from a point of view different from the main narrative about the apparition of the modern state. The prevailing view of political history and on the role of the state or the State (in the sense of an independent political entity separated from the governed and the rules, which obeys its logic and whose own purpose is its self-maintenance) is self-interested, secularist and justifies itself with the help of a narrative that makes the State the *telos* of history. The emergence of the State is presented as unavoidable. In this

narrative, the State is the hero that struggles with the irrational forces symbolized by the Church. At the end of this (dialectical) progressive and evolutionary process, the State is the victor. Moreover, the State is deified and the Church is vilified. The Church and the Christian religion (but not only those two) are the main negative characters of this drama. The story is framed in terms of a progress narrative. From a state of affairs plagued by religious violence, man ascends to a political order that ends it and creates the conditions for peace, prosperity, and so on. The more the state expands, the better. It is viewed as a tool that can bring perfect order to human life. It is obvious that this narrative entails some utopian undertones. Achieving the perfect form of society necessitates that religious faith, substantive moral convictions be abandoned and exiled in the new realm of subjective consciousness because they are deemed irrational and as potential causes for violence. This irrationality status is by no means reserved for Christianity. Other forms of spiritual and religious life can gain the same status. Substantive moral claims enjoy the same treatment since they can't be mathematically or rationally demonstrable. Since religion has been redefined and demonized, the present-day re-emergence of religion in the public sphere or in international relations is vilified by the people who adhere to the narrative of progress and the State. For others, this re-emergence might be a cause for celebration. The ones decrying this public resurgence of religion are the same that always evoke the specter of religious violence (Cavanaugh 2011: 226), people who entertain a cult dedicated to the State. The way this State-centered secular narrative is crafted performs an important function. It hides the violence engendered by the rise of the liberal/modern State and the present one that it perpetuates while attributing it to its past and present possible rivals. If the narrative acknowledges the violence done by the State, then only to legitimate it. Historical necessity, as the communist ideologs would have put it. Another purpose of this narrative is to make impossible finding an alternative to the present state of things.

The dichotomy between religious/secular is a modern invention, according to Cavanaugh, a Western invention tied to specific Western worldviews. It was an engineered invention whose purpose was to help to invert the relationship between the spiritual and civil power. Religion was redefined in Renaissance and modernity as a transcultural, transhistorical, and irrational phenomenon. The opposed reality was the domain of the civil power, now baptized the State. The non- or irrational religion and the Church should be therefore confined to the limits of the private sphere. Religion and the inner self-enclosed consciousness are now the places where the judgment of values, values, or views deem subjective and antithetical to the goals of the State are going to be dumped. These are the substantive goals, of course. The modern/liberal state is a formal and procedural democracy.

Cavanaugh's thesis is a strong one. The modern political order known as the state – the State – is not a transhistorical reality, transcultural reality, or the realization of man's rationality in the realm of political order let alone the manifestation of the Absolute Spirit on earth. Nevertheless, the narrative sustaining this sacralization of the State is so deeply ingrained in the modern psyche, so entrenched in the human mind, that the idea that one might kill in the name of the faith is considered abhorrent, but not if one is waging war in the name of the State (Cavanaugh, 1995: 397). Killing in the name of religion is considered wrong because the modern mindset assumes religion belongs to the private sphere of values. Everyone is free to adopt every value he or she

wants, provided it doesn't hurt others or doesn't encroach on his private negative freedom (of course, there are no criteria to ascertain this limit. Ascertaining this limit would imply a judgment of value, which is deemed to be subjective). Since the State entered the scene of history, it is supposed that the loyalty of the public belongs exclusively to the state. This is because it will provide peace, welfare, allow economic development, create harmony, abolish strife, etc. In short, the State presents itself as a universal remedy for all the ills that befall humanity. It professes a kind of messianism. Portraying religion as violent and criminal was the way to legitimize the transfer of loyalty and power to the state, which only wants the good for its citizens as already seen in the 20th century. It is a classical approach that never gets old, the demonization of the opponent. For Cavanaugh, the so-called „Wars of Religion" in the 16th and 17th centuries were used as a pretext to transfer loyalty to the state and to delegitimize the authority of the Church. This is the moment when liberalism emerged as the paradigmatic solution to all problems caused by war, economy, etc.

According to the prevailing narrative, the modern state arose to pacify the conflicts engendered by the religious conflict. This process is presented as an unavoidable step in the development and betterment of humanity. The rise of the modern state is portrayed as the expression of the laws of history, a step or a leap forward, the unavoidable result thereof. Cavanaugh argues That the prevailing paradigm is wrong. The „Wars of Religion" (1557-1715) weren't wars caused by interconfessional strife. Those wars took place because of the emerging future secular State who imposed itself over the remnants of the medieval ecclesiastical order. During medieval times, the supreme public/common power was the Church, and the civil authorities were functioning as subordinate power. This political configuration changed during and after the age of the „Wars of Religion". The modern State was engineered to invert the relationship between ecclesiastical power and civil secular authorities. And this was done by forces that were apparently on opposite sides (Martin Luther, Henry VIII, Philip II)'. Arguments against the ecclesiastical power were given from the 14th century onward, Marsilio Ficino arguing that only civil authority should have coercive power, not the Church. The same idea is expressed by Martin Luther who, despite recognizing that man is under two authorities -temporal and spiritual, attributed only to the temporal one the right to use coercive force. The Protestant Reformation contribute to the myth of the State and to the transformation thereof in a totalitarian authority (besides if faith alone save and there is a relationship between God and the believer is individual, the Church loses its role). Martin Luther denied any jurisdiction to the Church (Cavanaugh, 1995: 399). Faith and the Church are now reduced to a kind of inner government of the soul. Individual people are free and subject to no one in the matters that affect the soul. Man is sinful by nature and saints by faith (God didn't create nature sinful, though). Bodies belong to the secular authorities, because of the inherent sinfulness of man (Woods, 2019: 63). Christians own obedience to civil authorities. Only these authorities have the right to exercise violence or power upon the bodies of the believers. The new theology of Protestantism denied hence ecclesiastical jurisdiction. It laid the groundwork for the future development of society whereby the power of civil authority becomes exclusive and all-encompassing. Justification only by faith (which is a variant of the Monoenergism heresy, that is the idea that in Christ only the divine nature is active) opened the way toward the supremacy of the State, which in itself is or claims (even only implicitly) to

be a spiritual power of sorts. True liberty belongs to the soul of the Christian even if the body is under lock and key (Woods, 2019: 68); (this is a way to deny Incarnation and asserting a quasi-dualistic view of the world. Even if the rulers were depraved and unruly, Luther's theology didn't allow the believers to rebel against it, which is somewhat ironic because Luther did exactly what he forbids others to do. Even if he later accepted a right to resistance, this right didn't belong to the individuals. It belonged to local and so-called inferior authorities (local princes against pope and emperor, etc.).

This dismissive attitude toward the spiritual power was not exclusive to the reformed countries, but it could be found among the catholic ones, too. The Habsburg or the Valois families have exercised pressure and obtained concessions from the Pope. In 1552-3, Lutheran forces defeated the army of the Holy Roman Empire, whereby the forces of the German Catholic princes remained neutral. A new understanding regarding the way society should work became pervasive among the different states in Europe. The role of the spiritual power was now seen as secondary or as belonging to a non-public aspect of human existence. The very fact that both the Protestants and Catholics thought that the state should uphold the true religions expresses this new understanding. It implied a separation of the two kinds of powers or authorities that hitherto functioned as a unity. The medieval view was that religious and civil authorities were different parts of the same body (Cavanaugh, 1995: 400). The 16th century maintained the idea of one social/political/spiritual body, but the relationship between spiritual and civil power was inverted. The civil authority was now the one holding all the leverage. This new arrangement was a step towards the elimination of the Church from the public sphere. Henceforth, the princes are now the ones controlling the spiritual power in their own sovereign territory. *Cuius regio, eius religio* was the recognition of this inversion. Reformation attempts in the Catholic failed because the state had already limited the jurisdiction of the Church within their national boundaries. The Church as spiritual power was waning, and the civil power was climbing to the place of exclusive power. The Catholic League in France was formed in order to restore the ancient rights, privileges of the provinces and estates, which were lost and denied by an increasingly centralized monarchy (Cavanaugh, 1995: 401-402). It was formed to work against the monarchy, not to fight against Protestants. This struggle of the nascent State against the spiritual authority entailed more than just pragmatic and political actions. It included an intellectual side, maybe a war of *Weltanschauungen*. To displace the spiritual power from its place, a new concept was needed. This concept was meant to reduce Christianity to a subjective reality that had no bearing on social and political life. It also had to create the impression that the birth of the State was a necessity of history and that what was called religion has always existed as a subjective reality in the minds of believers. Religion as a transcultural and ahistorical essence was created. And, according to this narrative, religion had usurped the rightful place of political power, a.k.a. the State (the supposed lynchpin of rationality). This new concept was religion. And Platonism was the model that helped creating it.

3. The creation of the modern concept of religion

As already said, the state or the State should be considered a modern invention accompanied by a new ideology that justifies its existence and that promotes its

exclusivity in the political, social, and spiritual realm. Hence, former political units such as the city-state, imperium or kingdom should not be seen as states, at least not in the modern understanding thereof. The term *status* was used to designate, in the Middle Ages, the condition or state of the ruler or the condition of the realm (*status regni*). The modern state, or the idea of the state as a form of an independent political entity (in Machiavelli's words), started to take form between the end of the XIII century and the XVI. The full expression of this notion can be found only in the work of French and English humanists from the afore-mentioned period began to emerge this idea of the State as a kind of public power that is separated from the ones that rule and the ones that are being ruled (Cavanaugh, 1995: 398). This form of organization presents some peculiar and salient features exclusive to it. The political organization becomes a kind of thing that exists in itself, has its own structure, and is independent of the ruler. It imposes its own way of seeing and doing things on the ruler. Just as learning to drive and driving a car does modify and transform the one doing it, so does the state. As Quentin Skinner puts it, a mutation in political thought led to the idea that the state has its own juridical and political order, constitutional order which is independent of the ruler whose duty consists in maintaining this order (Wood, 2019: 12).

This implies a strong central organization, which is unified, also a bureaucratic apparatus, and some clear delimitated national borders. Seen in this larger context, the „Wars of Religion" were not caused by the conflicts between the two main confessions now competing with each other, but by the rise of a bureaucratized and centralized state – the State. This event can be seen in France, the place where the civil power asserted its dominance over the Church. This successful centralization of the civil power had set an example that other monarchs wanted to follow. The Holy Roman Emperor Ferdinand II took notice of this success and the result was the thirty years war 1618-1648. In 1630 Sweden entered in the war against him and the French state decided to finance thirty-six Swedish soldiers on the German territory, that is people of Protestant stock.

A product of this elevation of the civil power to then solely legitimate authority was the creation of what is called religion, that is of religion as a set of personal convictions and that can be entertained by the citizen apart from his or her loyalty to the state, a state that is supposed to be neutral. „The creation of religion, and thus the privatization of the Church, is correlative to the rise of the State" (Cavanaugh, 1995: 403). This sounds strange for the modern world. Religion or the attribute religious were not used frequently in the Middle Ages and when used, they meant usually something referring or belonging to the monastic life. The term religious was employed to name different monastic orders or someone who belonged to them. In *Summa Theologiae* of Thomas Aquinas religion doesn't differ from sanctity. It is a name given to the virtue that directs someone towards God. It differs from sanctity insofar it refers to the liturgical practices in the Church. As a virtue, religion is not only something that pertains to the inner governance of the soul, but manifests itself in external actions, as a habit. It is a habit that is embodied in the disciplined actions of the Christian person (Cavanaugh, 1995: 403-404). The idea of religion as a kind of universal impulse or activity that is common to all mankind originates in the work *De Christiana Religione* of Marsilio Ficino, where it is understood as a sort of genuine perception and worship of God. It is the first definition of religion as a trans-cultural and ahistorical phenomenon. Later on, religion was identified with a set of true propositions about

God (Hugo Grotius). Henceforth, the plural of religion becomes possible, and also the idea of liberty of conscience.

The new meaning that religion acquires is by no means trivial. Ficino's s work redefined religion as a universal and transhistorical phenomenon. Religion is supposed to be religion anytime and anywhere, something that manifests itself in many forms, but has the same essence. The notion that underlines the concept of religion is in favor of the state. Religion is no more a set of bodily practices, of taking part in the sacramental worship of God, but a set of domesticated beliefs that are subjective, that pertain only to the soul or individual conscience, beliefs that can be manipulated by the sovereign civil power under the pretense of the public interest. Religion, in our Western conception, ceases to be something that regarded and determined the life of the whole of society. It was now understood as different and separated from the new domain of politics. Defining religion is now opposed to defining politics. Since the essence of religion is to be found in the realm of subjective consciousness, it is obvious that the spiritual power has no business with the realm of politics.

Therefore, the attempt to find and define the essence of religion is a by-product of the process of elimination of religion/Christianity from the public sphere. It is supposed to be an essence different and separated from the political power. It is an essence that has or should not have any bearing upon the public and political realm. If it is to play any role in these domains, religion should be purged and transformed into some acceptable values, that are in harmony with the ideology of the State. Religion becomes a subjective and inner phenomenon, detached from its place and from the public discipline it entails. Religion as the bond of the State is precisely not the Church, not a common way of thinking and doing but an abstraction with no relevance for the public sphere. The discipline is no longer in the realm of the Church but is administered by the State. The loyalty to the State is paramount and nothing else be it a person or another form of common organization or political/spiritual order is allowed to claim it. Religion goes Cavanaugh's argumentation, in the sense of a transcultural, transhistorical phenomenon didn't exist. In pre-modern societies, West or non-Western, there was no equivalent thereof (Cavanaugh, 2011: 227).

The term *religio* as employed by the Romans meant a gamut of activities including civic duties. St. Augustin, quoted in Cavanugh, describes *religio* as referring foremost to the relation of respect between neighbors (Cavanaugh, 2011: 227). This meaning was already very rare in the medieval period. As already explained, *religio* or the distinction between religious and secular was employed to refer to different monastic orders as opposed to diocesan clergy. During the Middle Ages, there was no distinction between *religio*, politics or economics. The modern conception of religion refers to a kind of genus to which all religions are species. Religion is thus a term void of content. The distinction religious/secular in the modern mold facilitated the migration of the holy towards the state (and in other respect to the individual, that now is supposedly sacred). The invention of the term was useful in the attack on ecclesiastical power, it proved to be useful and hence, it was put to further use. It has been used in a similarly by describing non-modern and non-Western culture as irrational or barbaric, as not progressive. In the non-Western countries the distinction was used to marginalize aspect of the indigenous cultures or to deny their value. The idea behind this devaluation brought about by the use of the concept of religion was to divide the life of the societies upon which it was applied, creating the division between

private/subjective inner space and public space. What belonged to religion, the peculiar features of the respective culture were banned in this realm, while politics, state, and market were seen as belonging to the public sphere. There they could function smoothly unencumbered by religious consideration, by morals, etc. Such a distinction and the emergence of the modern State requires the reeducation and reforging of the people. Respecting free thinking or free opinion is a moot point. The act of calling Hinduism a religion was tantamount to considering everything that is Indian to belong to the private sphere, while the British/English meant the public sphere. In the present-day world, calling something religion is a tactic used to invoke the specter of violence and to demand that some practices and discourses should be limited or banned. The invention of the concept of religion is akin to the invention of the concept of fanaticism, a concept meant to denounce and stigmatize some groups, discourses, and practices that were contrary to the emergence of the State. "Religion is a special *political* category that marginalizes and domesticates whatever forms of collective social action that happen to retain a positive or utopian orientation" (Cavanaugh, 2011: 227)

The new ideology of the State finds a very clear expression in the works of Thomas Hobbes. The paramount end of civil power is the unity of the state and peace (Thomas Hobbes). The establishment of the State and the banning of religion in the private sphere make irrelevant the presence of one or many religions in the State. This is possible because religion is defined from the outset as something subjective without pertinence to the public sphere, state affairs, etc. The liberal toleration of the religions/religions and the idea of diversity are possible because they are the work of the State, the product of state's activity upon human consciousness. Along the empty generic concept of religion, comes a corresponding notion of God. This „God" that is the target of religious endeavor generally, as the philosopher D.C. Schindler observes, is not the God of any particular tradition but a generic empty God, very akin to the Neoplatonic One (Farrell, 2016). This substitution accompanies the birth of the modern concept of religion. The rise of the generic empty God or of the chameleonic Godhead can be traced to St. Augustine and his replacement of God with the Neoplatonic One; to this could be added the nominalist and voluntarist theology inaugurated by William Ockham and the elevation of the individual to the position of absolute basic unity of the world (since God creates only individuals, there is a direct contact between God and man, and the role of the Church is undermined). To this generic empty God corresponds idea of man as an empty nature, as a lacking particular determination, a being that exists in itself, characterized by the power to choose freely. This empty nature, contentless nature of man and creation lies at the ground of the fictitious state of nature in the works of Thomas Hobbes, John Locke, Jean Jacques Rousseau. The Church (but also society and the political order) now is seen not as an organic body, but as a kind of club, an association of free and like-minded individuals (Cavanaugh, 1995: 407). Gradually man is being conceived as a radical individual being, and religion is considered as depending upon man's inner and solitary judgment. Therefore, neither the state nor a spiritual authority can't coerce the religious conscience. Society is an aggregation of individuals, defined by their closed individualities and private judgments. In this process, the idea of a paradigmatic religious substantial content that might be imposed from outside on the individual is denied. This is construed as freedom of consciousness. But this freedom must be accomplished, and the state must

fulfill this role. Since religion is an universal impulse in everyone and each individual can have access to the divine or build a relationship with it, freedom of consciousness must be promoted. Objective faith content comes to be seen as alienating the individual. To destroy this alienation, the objective basis of faith must be dispelled. It is something subjective or it must be made subjective because otherwise, the individual won't be free. Therefore, the religious opinions of the people have the same value and can be accepted by the state, since they don't impinge upon the public space. The state must maintain this freedom of private and inner judgement even in matters of religion. As such, the state must exert its action or power upon the individuals that do not fit the above-described paradigm. This action is deemed to produce tolerance.

Toleration is hence a political tool that is used by the modern/liberal state to divide and conquer. Dispelling the objective substantial content of faith, making the criteria of truth the private judgment of the individual produces division. The fact that Locke precluded the Catholic Church from the *Toleration Act* was precisely the public and common character thereof. The Church is an extension of the Incarnation. Christian belief is not compatible with reducing faith to a set of propositions held as a private opinion. Reducing it to private opinion is destroying it, emptying it of content. The State is now an independent entity, that tolerates pluralism only at the level of opinion. It has replaced God as the ultimate good and must be defended using coercive power (presumably against everyone and every current of ideas that doesn't share the modern commitment to the State) At the public level, it doesn't tolerate God; it accepts only empty invocation of him. The modern State requires within its borders unchallenged authority (Cavanaugh, 1995: 408), and God in his particularity and reality is a denial of this authority. Along this unchallenged totalitarian authority, the emergence and fortification of the State have brought with the increased use of war as a tool needed to expand and consolidate the borders, taxation, etc. It must be added, that the rise of the State was not the intention behind the efforts of the governing class that needed a centralized power and administration to extract resources and wage war. „The state was largely an unintended byproduct of these elite's pursuit of their own ends." (Cavanaugh, 2004: 249)

The State claims to be a necessity of human existence, the condition of possibility of a civilized existence. The real failures of the State do not count as a rebuttal of its claims. The State is surrounded with Utopian connotations. The state is considered by some as the condition of possibility of culture and civilization, of morality even (I. Kant), and a means to attain perpetual peace since it provides the means that help people to transcend their particularities(Cavanaugh, 1995: 408-409). Because of the State, people will respect each other on the ground of their rationality or their common nature, etc. According to Kant, the liberal or the republican State is the most appropriate configuration for the development of human qualities. Such a state should become a model for other states to follow the same path. Even war could be used to bring this liberal republicanism to other people, to emancipate them, to make them acquire humanity in the fullest sense. For the people who couldn't develop free their own culture and life due to the lack of a political organization or because foreign domination, the State or the national state seems the appropriate tool to promote, develop, and to spread their culture and specific form of life. Cavanaugh argues that this is an illusion. Political order, culture, morality, peace, etc. predate the existence of the State. The rise of the State didn't fulfill its advertised function.

Abolishing religion from the public space didn't lead to the disappearance of violence, civile strife, etc. The claims of the State that it produces peace or even perpetual peace have been empirically proven to be false. The promise of peace is a lie. History gives plenty of examples that show that transferring one's loyalty to the state or secular ideologies do not curb the violence previously attributed to „religion". One of the main features of the state, the basis of its legitimacy is the function of protection. This is not enough for claiming legitimacy. Protection and making war, another function of the state, are features that belong to rackets, to gangs, to mafia-like organizations. The modern state, that national states that emerged in Europe are born out of violence and warfare (Tilly, 1985: 169-170). The state is a centralized and differentiated organization that claims to control mainly the means of violence within a certain territory and the population therein. Charles Tilly contends that the modern state, the State - is the product of the interdependency between state-making and war-making. Making war depended on the ability of the rulers to extract wealth from the population, to secure the needed resources. Even the extension of participation in political life, recognizing some rights to the underclass, served these efforts (Cavanaugh, 2004: 249). This whole process of centralization was accompanied by popular revolts, that were frequent, violent, etc. It took a long time for the rulers to impose their will on the population, but they have done it successfully. This process can be observed on a smaller scale. At least the way it begins.

4. State-making, violence and ransom

The process of state-making can be seen every day in society during police work. On a smaller scale, this process is present in the realm of organized crime. The protection, which is one of the main activities or functions the state claims to fulfill, is a double-edged sword akin to the so-called protection a gang offers. If you don't pay, then they destroy your business, etc. The protection that the state offers was possible only if the state had a monopoly on a certain territory, a monopoly that needed access to resources, capital, etc. This access was granted, so to speak, by employing a direct threat of violence or by promising protection against other sorts thereof. This is the same way a racketeer gang works (Tilly, 1985: 170). The building of modern/national states does produce pacification, cooptation, elimination of rival factions of the sovereign power. There was no more divided sovereignty. Internal strife was for the most part gone. The emergence of the state is reinterpreted retroactively as the result could of prescient and conscious action on the part of the sovereign, though they follow from the logic of an expanding power (Tilly, 1985: 171-172).

The competitors and rivals of the successful sovereign have to yield so that the whole protection scheme could bring gain to the one in power. Through the action of the sovereign, rents and monetary gain are created. For example, the guarantee of property rights makes it possible for people who own capital or innovate thereby generating grow to get o parts of the gains and therefore to pay taxes (for protection) to the state. The protected property rights referred to capital and made possible the accumulation of the financial or production means that guaranteed the security and growth of the state (Tilly, 1985: 170). The citizens are the customers of the service that the state offers. Another event that helped the birthing of the modern state and modern politics, was the emergence of artillery, the advent thereof permitting the building of large armies, of the dread standing armies and of central governments that were

advantageous to powerholders. Military development and innovation are another factor that fits in the equation of building large and well-armed national states.

Thus, the capacity to project force, do defend the territory of the state, and to exert pressure of the people to extract wealth from them increased. Nevertheless, capital accumulation remains one of the main factors of the building of a national state. Banking dynasties stood behind the princes and their endeavors, but financial resources weren't enough. The strengthening of this centralization and unifying process needed access to agriculture resources – food – and this entailed increased production and the setting up of an efficient administrative system that could make all of that possible. This process also demanded or implied the existence or concertation of population and services in cities, also the concentration of government expenditure. The urban concentrations provided opportunities for private entrepreneurship and economies of scale or to capture them. This served well for the development of trade and finance. And along came the public debt.

The protection that the State offers comes with strings attached. A high cost must be paid by the people. The main danger emanates from the state itself. The state produces the danger it claims to protect the people against. The external threats are secondary, and sometimes they are caused also by the state. In so far as the threats the state are supposed to defend against are imaginary or invented, or created by the state institutions (wittingly or unwittingly), the state is in reality just a racketeer.

This becomes more visible when the threat comes more or less explicitly from the repressive and extractive activities of the government itself. Self-defense or rebellion is risky since the state is the power with a monopoly on violence. This situation is strengthened by ideologies that affirm the exclusive right of the state to use violence. And the legitimacy of the state comes not from the assent of the government, but from possessing the monopoly on violence. Enjoying a monopoly on violence makes possible to claim legitimacy. But this monopoly on violence was not the result of public consent, or of a legal process of election, etc. Power produces legitimacy. In the context of the institution that gave birth to modernity, of the transition from the so-called Middle Ages to modernity, legitimacy meant that the local or inferior authorities will probably act to confirm the decision took by the authority that has the monopoly of power. The monopoly on violence and the threat of using it are the true basis of legitimacy. The modern state, born in Europe, is based or entails the following activities such as waging war and thus the extraction of resources from the people it is supposed to protect, capital accumulation, etc.

Thus, the State as a new political form is not born out of the intention of building a new political form, a new form of organization. It arises through the action of the powerful in their endeavor to wage warfare and extend their power, just like wealth arises through the enactment of egoist actions on the free market á la Adam Smith. National states arose from the activities of war-making, resource extraction from the population, capital accumulation and establishing an increasing centralized administration. War-making was a means of keeping other competitors in check and a pretext to accumulate more resources. This could be accomplished through conquest, by selling one's assets, by coercing or dispossessing people of their *Gut und Haben*, or by getting credit from the people who had the much-needed capital. Therefore, a constant relationship between the powerholders and capitalists came to be. The civil authorities become dependent on the capitalist and banking class, on their power of

arranging and giving credit and they also imposed some form of regular taxation on the people. This, of course, is in the name of the common good. During the process of forming the State, there was no incommensurable difference between what would become the state and other violent actors, such as bandits, pirates, other feudal lords, etc. Legitimate versus illegitimate uses of violence is an issue that becomes clearer with time. Legitimacy established itself only when the armed forces of the state become more unified and permanent and the competitors are eliminated. Legitimacy becomes an issue only after the setting up of the state. Only then can the state claim to have legitimacy. The process of building the state entailed the accumulation of power and the monopoly of violence.

True, undivided sovereignty couldn't tolerate other decisional and power centers. Without power, the future state couldn't fulfill its functions. Because in the pre-modern era the power of the rulers depended on other feudal lords who had their personal armies and fighters, the establishment of a unified centralized political order made it necessary that those who had armies and riches at their disposition to be controlled or eliminated. Their existence depended henceforward on giving up their traditional roles, their armies, and other powers they exerted. They were disarmed, their forces disbanded, their fortresses and castles destroyed, when necessary. The Tudors did this in England thereby changing politics and the quality of everyday life. A similar process was enacted in the nineteenth century through the invention of the police force, its growth and the introduction of extensive control of the cities and villages (Tilly, 1985: 173). The same process of centralizing and unifying was started by Richelieu in France in the 1620. The problem France was facing was the lack of complete articulation between the central power and the rest of the territory, which used to be done through the intermediary of the feudal lords. The modernization of France and the building of the State lead to the reduction of indirect rule by the rural nobility, thereby enabling the extension of the central administration into the local communities.

By the end of the 18th century, a new picture of the way the human communities were organized emerged. The central power was becoming a reality, standing armies were now a reality, and the armed forces that the central authority controlled exceeded by large other forces that existed on the territory. To foster this process, another institution was needed: the police. The police force was developed, as a force different from the army that was mean to wage warfare against external threats. The police were directed inward. It was supposed to enforce order and to fight the enemy of the central authorities. The police forces were subordinated to the central authority, to law, and not to personal lords.

The sovereignty didn't belong to different and multiple individuals, but to the central authority, which made laws for all. The emergence of the State as a self-sustaining entity whose sole end is itself needed also the delegitimizing of a body such as the Church. In needed to conquer the minds and the hearts of its citizens. Another public authority couldn't have been tolerated. This was accomplished by inventing a narrative that is known today. That the emergence of the state was a historical necessity, and that the Church and spiritual and moral problems belonged to the realm of subjectivity. This realm was supposed to have no bearing on the public domain. The concept of religion as it is understood today was born. Religion was redefined as a transhistorical category. Another ideological category was invented in this process of

imposing the ideology of the State upon its citizens. The concept of fanaticism was forged.

5. Final remarks

The State is now the sole legitimate power in society, and it now claims to prescribe what people have to believe. The production of consensus in society is not so free and peaceful as one may think. The State is not an exterior part or a minimal part of society. Fighting so-called fake news or imposing gender theory as mandatory is a sign that the State is a spiritual power and wants to form the minds and hearts of the citizens much deeper than before. Even the private sphere of religion is now not more immune to state action and propaganda, whereby the State is often helped by so-called NGO-s that work as if they were a branch of the State. The same thing could be said of tech-giants like Google who are so entrenched with the military and security apparatus of the Sate that no one can tell where one ends and the other one begins. State and society now merge the different spheres of society being increasingly governed by the logic of capital and market. Even the critiques that are exercised against capitalism and market society are coopted and integrated into this corporate complex. Everything is now under the command of the logic of accumulation, of maximizing self-interest, of hedonist self-assertion, and denial of objective limits and values. But something has not changed. The way the State behaves. It is still operating like a mafia. The protection it offers depends on the obedience of the citizens. If people disobey, they get punished, lose their rights, get fired for not accepting the ideology of compulsory diversity, etc. It is an offer that no one can refuse. The State – including nowadays the big corporations - looks and acts like a protection racket but also like a spiritual power that needs to mold the way the people think and feel. So-called sensitivity-training sessions or diversity trainings that now pervade the former Western democracies is such a mechanism. Reeducation and brainwashing are now pervasive and everyone can become subjected to it due to wrong think (hate-crime: being guilty without actually committing a crime). To complete this task, the corporate State employs the same tactics used to abolish the social and political role of the Church. New categories akin to that of religion are employed to demonize and ostracize the groups or individuals that do not integrate in the new mold. Some examples are islamophobe, homophobe, bigot, toxic masculinity, Fascist, Nazi, populist, white supremacist, etc. The tolerance of plurality goes in so far as the opinions are superficial and do not question the underlying ideology of the corporate State. The State is not so much the expression of the will of a people, but a kind of entity that, even if it is used for other purposes by dominant groups, functions as a spiritual power that seeks self-perpetuation, domination, and redefining the humanity of its citizens as the main purpose.

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THE INTERNATIONAL WORK MIGRATION

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Abstract: *The study focuses on the phenomenon of labor migration and its impact on citizens and individuals in the community in all aspects of life and studies the main theories on this topic and the types of factors that determine international migration: factors of country of origin, country of origin destination, individual factors and barriers to migration. International labor migration can be viewed at the societal level in its ambivalent aspects, inducing both positive and negative effects on geographical areas. Clearly, this phenomenon of migration is a challenge for governments to balance development needs but also levels of social anxiety resulting from the general perception that immigrants structurally change, in a negative sense, the access to the labor market of the citizens of that state.*

Keywords: migration, immigration, emigration, labor, sociology

Before defining the social problem, we need to define the two terms by correlating the problem with its social character or, on the contrary, with the lack of characteristics that transform a problem into a social one. The involvement of the social systems in this problem, usually to a general level, transforms it into a social problem, if it interferes with the cultural values of a system. Still, this is not enough, especially since the identification of the social problems can be perceived itself as a social process (Albu, 1987). In context, we theoretically approach the necessity of the control level for some groups in this process, taking in consideration the fact that the identification of the social problems is often connected to the interests of the dominant groups. An eloquent example could be the consumption of drugs, which was not considered a social problem before 1960, a period when the consumption habits reached the superior strata of the society. If the consumption of drugs was a constant reality for the minority and poor population, the public actions were reduced.

Another approach of the social problems considers that the social problems are subjectively determined. Depending on the values of the societies to a specific time, the discussed conditions were problems considered to be a normality decades ago, while other things considered to be problems decades ago are a normality these days. Rubington and Weinberg (1971) appreciate that a social problem is a situation incompatible with the values and interests of a significant number of people, who consider necessary to act to change the situation. In this context of cultural perception of a problem, we appreciate that a social problem is a deviation from the values and interests of a group of people with the ability to involve in correcting the deviation toward a social equilibrium.

A positive approach defines this social problem by permanently connecting it to the idea of opportunity. Zamfir C. (1994, 2007) writes that the definition of a social problem does not mean only to formulate it, but also a strategy allowing the delimitation of the space, the identification of the problem, the diagnosis of the nature, the determination of the amplitude, the identification of the solutions, and the

collective will to change something or its reverse. The social policies are intended to meet the social problems, but sometimes they cause the appearance of the social problems, requiring a rigorous methodology for the diagnosis of the social problems and of their dynamics. In this approach, the core is the importance of the responsibility in diagnosing the social problems, so the set of proposals included in the social policies can lead to the judicious use of the public resources. Moreover, the contextualisation of the social problem as dynamic intensity is vital to include the problem in a context, which is a valid indicator for the correct diagnosis and for the estimating the long-term consequences of the public policy implementation.

The motivation for the present theme comes from the importance of the work migration on the Romanian economy in general, the national demography and the structure of the population, allowing in the same time an interdisciplinary approach. The evolution of the phenomenon, its factors and favouring contexts are interesting for sociologists, economists and political science scholars, in the same time. Migration is defined in a larger context as the move of the foreign citizens in Romania together with obtaining the citizenship, while the immigration is defined as the migration of the Romanians and their obtaining of the foreign citizenship. The number of people in both categories is low, according to the national statistics, although the number of people leaving Romania for middle term and long term reached millions of people. The phenomenon is well known in some areas of the country even to the level of common knowledge.

To complete the present debate, is necessary to present the arguments related to the general dynamic of the global population, registered especially during the last century, mentioning, on one side, the dynamics of the population from the area generically called the third world, and, on the other hand, the aging tendencies of the European population, a situation that has created the favourable context for pro-immigration policies, aiming to consolidate the necessary workforce and to recover the genetic fund of a population with a powerful transition to aging.

Migration is analysed using specific elements: space and time, but also depending on the factors leading to the migrating decision. The component "time" of the migration is a reason for divergencies, leading to the appearance of concepts as short-term migration (less than 12 months) and long-term migration (more than 12 months). The analysis of the two processes generically called migration and immigration. The immigration is defined as "the act of leaving a state in order to live in another destination country". In the above presented context, we underline the possible contradiction between the statement of the Declaration of Human Rights – "Everyone has the right to leave any country, including his own, and to return to his country" – and the regulations imposed by the involved states: the period for the staying permit, the policy of the countries, the opening toward foreigners, etc. If we discuss the immigration, the accent falls on the destination country, with specific situations characterized by the impossibility to compare the statistical data from the origin country and the destination country. Therefore, the migration and the immigration become cultural aspects and ways to relate to various complex political and ideological constructs, able to move important social energies, some of them with the potential to bring in discussion the social preoccupations for the solidity of the European construction.

The research on migration shows several factors of the work migration, among which the most important are the demographic pressure, the deterioration of the political environment and its instability, the decrease of the living conditions, the natural calamities, cultural factors, and the influence of the communication channels. Still, the economic support seen as factor for migration during the peace times is at the base of all the factors mentioned above. The United Nations underlined the necessity of opening more immigration gates, a very important aspect for maintaining the rhythm of the economic growth and the protection of the inactive population. If the average between the social safety (employed persons) and inactive persons is under 4/1, we are placed on the decline slope of the global independence.

Starting from the previous affirmations according to which the most important cause influencing the migration is economic, we state the fact that the analysis of the immigration for the recent period shows a positive effect manifested in Italy, Great Britain and Germany, reaching 60% from the immigrations in the European Union. The lowest registration appears in countries as Finland and Luxembourg (Eurostat 2014). The key factor of the migration determines in Europe the development of two categories of immigrants: the high educated people (specialists), managing to maintain a high global level, and the people with jobs in fields not so desired on the continental market.

To a historical level, the last century proved that Europe "exported citizens" to colonise far territories. After several decades, Europe is confronted with antagonistic situations. If, until recently, Europe gave workforce to other areas, the workforce is foreign nowadays, an aspect changing to the level of social interaction the way we perceive the identity of some nations, the cultural impact and the processes generated by globalisation. This dynamic of the workforce is the precursor of profound cultural, political and religious changes that Europe has faced during the last decades. In a sense, the concerns on the pro-migration policies with an economic aim are based on more than economic-financial impact. The reporting system of the old continent changes at the interface of several cultures. A large number of immigrants brings a set of values changing and impacting the dominant culture or is a reason for enclaving large area from the Central and West Europe. Under this cultural pressure, the idea of economic development receives new connotations.

The economic migration rates continue to grow, showing that the West Europe aims a soliciting work, avoiding a high degree of sedentarism. The significant and visible decrease of the active workforce does not totally succeed to assimilate and compensate this fact, orienting to abilities of the capital: intelligence and creativity. In a broad sense, next to the presented factors, the developed society will always present an environment favourable to the import of intelligence. The perception of the development induces the idea that the high qualified jobs need the principles of the internationalisation of the work. In this case, we observe the appearance of a cultural aspect favourable to the integration of the individuals with a high degree of education and culture, disregarding their origin country. The academic education is perceived to the level of the population in the destination country as an indicator of the wellbeing.

From an economic point of view, the relations between the immigrant and the origin country include two distinct aspects: microeconomic (the direct impact on the family, even on the community, through the investment in small projects) and macroeconomic (by losing an essential resource – the workforce). The analysis of the

migration determines an exchange, inclusively in the rural areas, an explaining factor for the economic migration, especially in condition of development differences between the urban and rural areas in the East Europe.

Next to the economic factor, it is important to mention other factors of the migrations, as:

● the psychological expecting horizon;
● demography;
● poor living conditions;
● political, social and cultural conflicts.

In time, several theories on migration were elaborated. The sociology, the demography, the anthropology, the economy and other disciplines developing these theories took in consideration the origins of the issuer and the characteristics. The study of migration in the European Union has led to the creation of relations between the economic and non-economic theories. By analysing the non-economic theories, we can depict sociologic and socio-psychologic approaches of the migration in close relation with the economic approaches discussing the economic impact in both countries: the native country and the destination country. The connection between the two types of theories (economic and non-economic) highlighted three levels in the study of the migration. The micro level presents migration from a qualitative point of view with the help of the social relations, supervisors and observations to the level of the immigrant and his family. The mezzo level is based on the relations of the immigrant with the family, the other immigrants, the original community and the destination community, evaluating the nature and the content of these relations in order to more objectively understand the factors and the contexts influencing the work migration. The macro level presents migration from a quantitative point of view, also analysing economic aspects (income, unemployment, etc.), political aspects (regulations on movement), and cultural and demographic aspects (the dynamic and the characteristics of the population).

The "Push and Pull" Theory emitted by Ravenstein (1885) and developed by Everett Lee (1966) is the theory of the rejection factors and of the attracting factors of the migration. The push agents are the rejection agents: high unemployment, political instability, low living conditions, insecurity, etc. the perception of the human capital as investment in the destination country determines the individuals to choose immigration to the destinations where their qualities and abilities can be exploited, generating satisfactions that can be considered pull factors. In the context of the pull factors, we can take in consideration the relation between the demand and the offer from the labour market, reflected in the income level. The pull agents are the factors that transform a destination in an attractive one: the economic, political and social stability, the quality of the living conditions, the family reunification, the rights in the destination country, etc. this theory distinguishes between four types of factors determining the international migration: the factors from the origin country, the factors from the destination country, the individual factors, and the barriers of the migration.

The limits of this theory are related to the barriers of the migration. If the analysis at the individual level on the decision of immigration is positive, the immigration should take place instantaneously. Still, the reality is different, because the individual has reservations related to adapting to the new country and cultural

values. From our point of view, this theory can be approached in a segmented and contextual way, presenting a powerful individual character.

Another theory of migration is the theory of the "dual market of the workforce" emitted by Michael J. Piore in the 70s. There is a segmentation of the labour market in the economically developed countries: on one hand, there are work places are stable and well paid, requiring a high level of qualification, and, on the other hand, there are work places that are poorly paid and unstable, corresponding to a low level of education, dangerous, with little prestige, usually refused by the citizens of the destination country. In case of a large difference between the economies of two societies, for the individuals coming from the economically underdeveloped country, these workplaces from the secondary sector are attractive. The problem if the prestige is quickly resolved through the report to the origin community and not to the destination community.

The differences between the two sectors, the primary and the secondary sectors, have the capacity to determine the governments of the countries involved in the migrating phenomenon to sign bi or multilateral conventions, generating the development of social policies as quickly as possible, in the context of the possible appearance of socio-economic enclaves. Some sectors are preponderantly occupied by immigrants, as in the case of constructions, seasonal agriculture, or other domains presenting the risk of professional disease. People employed in these sectors must be socially, economically, politically and culturally protected.

The theory of the Modern World-Systems elaborated by Immanuel Wallerstein (1978) and applied by Saskia Sassen (1988) does not represent in its original form a theory of migration, but rather a theory of the capitalism, where migration is considered a secondary effect of the capitalist systems. This theory structures the world systems in core countries, semi-periphery countries and periphery countries and shows that migration is a system ensuring the strengthening of the capitalist order. The work migration appears in a context of the penetration of the capitalist economic relations from the core countries to the periphery countries (non-capitalist countries), increasing the mobility of the population.

This theory can be the starting point for the formation of the dual market of the workforce; the superior incomes from the western countries, from the core and semi-periphery, represents a set of pull factors for the population from the peripheric states, forming underdeveloped enclaves in a developed economy. The population from the peripheric states easily accepts the poorly paid markets and market segments, forming underworlds exposed to poverty in a developed state.

Romania has been considered an immigration country especially for demographic reasons and for the desire of the population to improve the indicators of the quality of life. This aspect is not the only explaining factor of an important migration of the population, especially in the countries of the Western Europe. One reason for the Romanians' immigration was the absence of an authentic political leader generating a high level of trust in the state architecture. The slow transition between the political systems, the fluctuations from a centralised economy to a market economy, and the governmental policy unfavourable to the citizens were factors of the decision to immigrate. These apply to the recent history of Romania, after the events from 1989, a context in which we formulate several research hypotheses to validate a universe of

research covering a set of dimensions as close as possible to the identification of the work migration as contemporary social issue of the Romanian society.

The research hypotheses

The more the native environment favours migration (immigration, in this case), the more is an individual motivated to immigrate;

The more the quality of life is important for an individual, the more is the individual motivated to immigrate;

The more positively highlighted is the perception of the general context (politically and economically) in the destination country, the more is the individual motivated to immigrate;

The more unsatisfying is the professional environment of an individual, the more is the individual motivated to immigrate.

From a historical point of view, the first wave of immigrants was registered during the Great Wave of Immigration at the end of the 20th century from the Eastern Europe to the Northern America, mostly immigrants from Transylvania. In this context, Transylvania lost almost a quarter million people. The World Wars and regaining the north region also contributed to immigration (Rusu,2003).

During the communist period (1945-1989), migration was limited by specific policies. Still, there were periods of mass displacement of parts of the population, based on political reason or in order to maintain the image of the country for the Romanian citizen and for the neighbouring countries. The relations of the Romanian state with most of the African states and with Israel are representative from this point of view. The passage to another historical period and from a centralised economy to a market economy was a period of economic restructuration, while the working population decreased to a percentage of 43%. The most important decrease was registered in the industry due to the lack of workforce. In the same time, we must underline that Romania already had a problem related to the structural unemployment since the middle of the 80s; the post-Revolution period only brought to light aspects politically hidden before 1989.

Migration as social reality is part of the civilisation and of the social world. The migration waves have contributed to the economic growth of the country. Overcoming discrimination, the unemployment level can decrease, while the employment positioning can exceptionally grow. The analysis of the statistical data on the GDP shows the significant contribution of the immigrants and of the foreign investors to the economic progress to a general level. The decrease of the young population led to the decrease of the population able to work, which can represent a favouring factor for opening the doors for the immigrants. After the complete integration of the immigrants, the number of persons able to work and the workforce in Romania can significantly increase, because the balance of the migration needed an equilibrium. The analysis of the yearly data from Eurostat shows that a higher percentage of young people are involved in the external work migration.

Globally present, the work migration also powerfully impacts Romania by modifying the number of people able to work, of those working, and the increase of the economy in general. Although most of the analyses on migration reveal the negative aspects of this process, we should not ignore the positive influence on short term related to the unemployment rates. The intensification of the migration determined the increase of the employment for the people with a low level of education. In the same

time, there were influences on the investments in education and on the mentality of the social classes.

As conclusion, we appreciate that there is no theory to explain in a unilateral way the causes of the migration, its causes and characteristics to the level of a principle. There is a complex of factors in the native country and in the destination countries that favour the intensity of the phenomenon. Whether considered or not a social issue, the discussion of the phenomenon requires the fulfilment of two conditions: the request and the availability for migrants of the destination area (pull factors) and the existence of an area supplying with migrants and favouring the migration (push factors).

The international work migration can be perceived to a social level in all its aspects, positively and negatively marking the geographical area. Migration represents a challenge for the governments, by requiring an equilibrium of the development needs and of the levels of social anxiety appeared as a result of a general perception according to which the immigrants negatively modify the structure and the access to the labour market.

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THE PHENOMENON OF DOMESTIC VIOLENCE FROM THE PERSPECTIVE OF THE LEGISLATIVE FRAMEWORK

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Abstract: *The effectiveness of the legislative framework in the field of domestic violence has always been a topic of interest to the people of our country. Over time, there have been several campaigns to raise public awareness of the seriousness of this phenomenon but following the statistics we note that the existing legislative measures are insufficient to combat this phenomenon, hence the necessity to adopt legislative strategies to protect the victim and ensure the immediate sanctioning of any act of violence committed in the family. The investigative approach is represented by a quantitative research, a sociological questionnaire was applied to a number of 60 subjects from Caraş-Severin County. The aim of the research was to identify the perception of the population regarding the involvement of the authorities in combating and preventing domestic violence.*

Keywords*: domestic violence; victims; legislation; authorities; involvement.*

1. Introduction

The phenomenon of domestic violence is widespread in the world. A survey in the 28 EU Member States on a sample of 42,000 women highlighted the extent of domestic violence, with 20% of women admitting to being physically and / or sexually abused by their current life partner. or previously, only 14% of them reported this incident. In Romania, the percentage of women who have suffered these forms of abuse from current or previous partners is 24% and reaches the value of 14%, for abuse represented by persons other than the partner. As for psychological abuse, it was admitted in the lives of 43% of people participating in the study. It is an alarming percentage that leads us to carefully analyse the legislative framework, which aims to support and protect victims and discourage and combat domestic violence (European Union Agency for Fundamental Rights, 2014).

2. Legislative dimension on violence against children and families

Although most victims of domestic violence are women and children, it should be noted that not only women can be victims of this form of abuse, but also men, and protection against domestic violence will not differ according to the sex of the victim. From a legal point of view in the field of domestic violence, the following legislative documents are important:

- **Law no. 217/2003** on combating and preventing domestic violence was the first law in the field of domestic violence. This law was amended in 2012 by Law no. 187 / 24.10.2012, which refers to the application of Law no. 286/2009 on the Criminal Code. As per Law no. 217/2003, the state has the obligation to ensure, through national and local programs, information, understanding and activation of public opinion on this issue, research, studies, but also the development of the functional system in this field, which begins with the training of specialized and continues to ensure efficient case management from reporting and registration. In order to protect the victim, especially in extreme cases, the same law recommends emergency intervention, both by the police and by the social protection bodies;
- **Law no. 174/2018** specifies the instruments by which it is provisionally pursued. The provisional protection order will be issued within a maximum of 72 hours from the reporting of the aggression and has a duration of 5 days, but in reality does not exceed 120 hours, according to art. 22 paragraph (2) of Law 217/2003.

The maximum duration of the protection order cannot exceed six months (Iacuba and Diaconu, 2019:172), which may be insufficient in the conditions of very violent aggressors who can wait for this period to take revenge later. Moreover, during this limited period, there is only an information to the aggressor that he is not allowed to approach the victim, but there are no electronic surveillance systems to signal the violation of this provision. In most cases, the very fact that the police do not really assess the danger posed by the aggressor and the lack of reaction or delayed reaction can have disastrous results on the victim. All of the above become the reasons why the victims do not seek the support of the authorities.

3. Legislative framework in the field of child protection, victims of domestic violence

Following the evolution of the legislative framework along time, we point out the issued legislative acts, which aim at the protection of children, victims of domestic violence:

The Family Code of 1953, as subsequently amended and supplemented, updated in 2010 Article 109 on the exercise of parental rights and the attainment of the health and physical development of children by abusive or negligent misconduct in the performance of parental duties, or if the education or professional training of the child is not done in the spirit of devotion to Romania, the court, at the request of the guardianship authority, may request the revocation of the parent's rights (http://legislatie.just.ro/).

Romania ratified in 1990 the Convention on the Rights of the Child, with the obligation to comply with the provisions of the legislation in force. Article 19 of the Convention deals with the prevention of abuse and neglect. The signatory states, parties in the Convention, shall take appropriate legislative measures to protect the child "against any form of violence, harm or abuse, physical or mental, neglect or neglect, ill-treatment or exploitation" (Law 18/1990 on the ratification of the Convention on the Rights of the Child published in M. Of.314 / 13.06.2001).

According to Decision no. 502/2017 which refers to the coordination and optimum operation of the Commission for Child Protection, the Commission provided in art. 115 of Law no. 272/2004 on the protection and support of children's rights, with subsequent amendments and completions, the specialized body, without legal personality, of the county council, respectively of the local council, of the Bucharest municipality sector, with decision-making activity for child protection.

Law no. 272/2004 on the protection and support of the rights of the child, with subsequent additions and amendments.

Law no. 272/2004, on the protection of the child against abuse or neglect, reads in Article 89: "the neglect of children means the failure, whether voluntary or not, of a person responsible for the upbringing, care or education of the child, to take any action in accordance to such a responsibility". Article 90 discusses the protection of the child and provides for the prohibition of corporal punishment, deprivation of the child's life-threatening rights in the development of "physical, mental, spiritual, moral or social, bodily integrity, physical or mental health of the child" (Art. 89 and Art. 90 of Law no. 272/2004).

Law no. 286/2009 on the Criminal Code. According to this law, ill-treatment of a minor is sanctioned by the application of article 306 (on the obligations of criminal prosecution bodies), aggression against one person against another, by crimes against life, bodily integrity and health (art. 174-184) and by sexual offenses (art.197-199, art. 202-203).

Law no. 287/2009 regulates the patrimonial and non-patrimonial relations between persons, as subjects of civil law.

Order no. 288/2006 for the approval of the Minimum Standards in the field of child protection.

Order no. 286/2006 on the approval of the Methodological Norms regarding the elaboration of the Service Plan and of the Methodological Norms regarding the implementation of the PIP (Individualized Protection Plan). (https://www.protectiacopilului6.ro/)

4. Research methodology

In the present research approach, the method used was the sociological survey based on a questionnaire. The survey is one of the most complex methods of sociological investigation, based on collecting data from a sample taken from a population. The data are collected by questioning the subjects. (Curelaru, 2003,: 45). „The investigation questionnaire is a technique and correspondingly an investigative tool consisting of a set of written questions and possibly graphic images, logically and psychologically ordered, which by administration by the survey operators or by self-administration, is meant to collect answers from the respondents, which will be recorded in writing" (Chelcea, 1998:180). The research group consisted of 60 subjects aged between 18 and 65 years. The research was conducted in rural and urban communities in Caraş-Severin County, between September and December 2021.

5. Data analysis and interpretation

Fig.1. Involvement of the authorities in combating domestic violence (the background of the subjects)
1. Do you think that the authorities are sufficiently involved in combating the phenomenon of domestic violence?
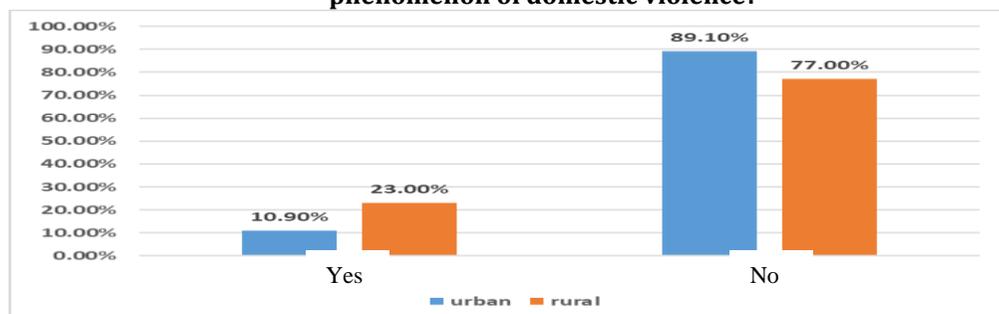

From the analysis of the answers to the item related to the involvement of the authorities in combating domestic violence, we notice that the majority of respondents, 89.10% (urban) and 77.00% (rural) consider that the authorities are not involved enough to combat domestic violence, a percentage of 10.90% (rural) and 23.00% (urban) believe that the authorities are involved in combating the phenomenon.

Fig.2 Respondents 'perception of the authorities' involvement (depending on the sex of the respondents)
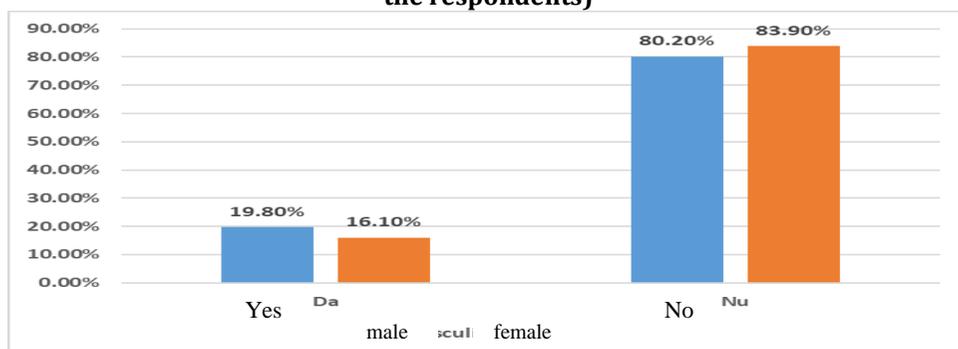

From the analysis of the answers, depending on their sex, we find that a very large number of people consider that the authorities are not sufficiently involved in combating and preventing domestic violence (80.20% men and 83.90% women), and a very small percentage state they trust the authorities and that from their point of view they are sufficiently involved in reducing the number of cases of domestic violence in contemporary society (19.80% men and 16.10% women). The main victims of domestic violence are women and the aggressors are men, which can be supported by the slight differences of opinion (although statistically insignificant) regarding the involvement of the authorities.

Fig 3. Efficiency of the restraining order (depending on the environment of origin)
2. Is the restraining order an effective method?
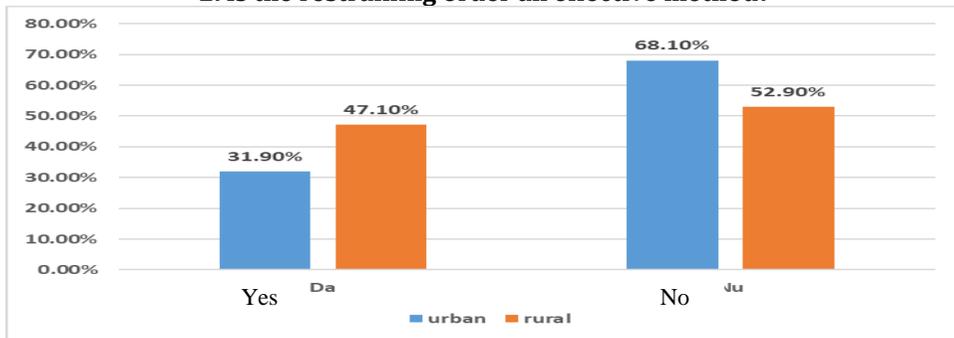
As for the effectiveness of the restraining order depending on the environment of origin, we note that a significant percentage, 68.10% of those surveyed in urban areas point out that the restraining order is not an effective method to combat violence, a similar answer is found and in rural areas, where 52.90% of respondents consider the same. There are also voices claiming the opposite, considering that the restraining order is effective in combating this phenomenon, namely, 31.90% (urban) and 47.10% (rural).

Figure 4. Effectiveness of the restraining order (depending on the sex of the respondents)
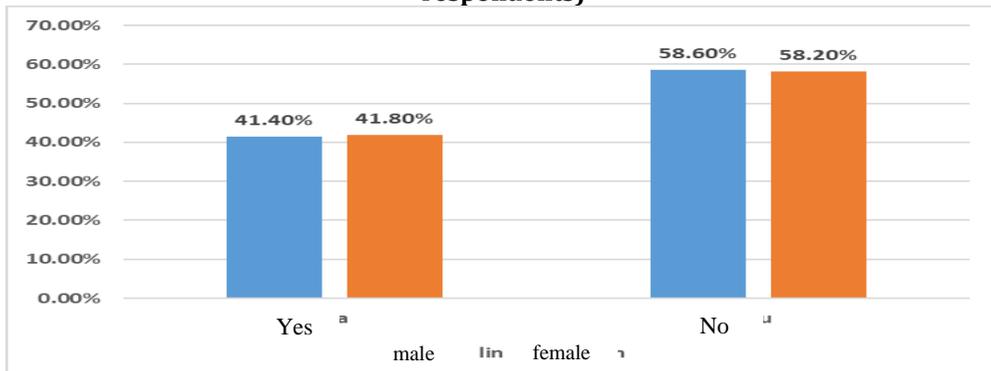
Analysing the effectiveness of the restraining order, according to the criteria of the sex of the investigated subjects, we find that over 55% of the respondents do not consider that the restraining order is an effective method to support victims (58.60% male subjects and 58, 20% female subjects), and 41.40% of men and 41.80% of women consider the restraining order as an effective method.

6. Conclusions

Domestic violence, that is violence between intimate partners, is considered an integral part of "any society". In societal development there are impediments created by the system of values and social concepts, so diversified in contemporary society. An impediment considered visible and important is represented by the stereotype of values, and analysing the situation in terms of sex, which emphasizes and perpetuates the image of women in society, outlines a major differentiation.

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In recent decades, society has paid more attention to the phenomenon of domestic violence, although initially it was seen as a private family problem that does not require state intervention to be solved, in the three-dimensional society in which we live, this has changed radically due to involvement the media and feminist groups, which exposed the seriousness and long-term repercussions of this phenomenon.

After analysing the answers obtained in the current research, of the 60 people surveyed in Caras-Severin County, the following conclusions were drawn: the respect for human rights and the promotion of equal opportunities must be a priority for any state given the fact that non-discrimination is a fundamental part of society's development process; taking into account the implications and effects of domestic violence, which affect the cohesion of the family, but also the whole society, it is necessary to adopt rigorous legislative measures with real applicability and efficiency, useful in combating domestic violence. Therefore, given the scale of the phenomenon of domestic violence in Romania, it is necessary to adopt and implement legislative measures to provide immediate safety and protection to the victims.

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BOOK REVIEW: Ion Ungureanu (1990). *Paradigme ale cunoașterii societății* [engl: *The paradigms of society knowledge*]. Bucharest: Humanitas, 260 p.

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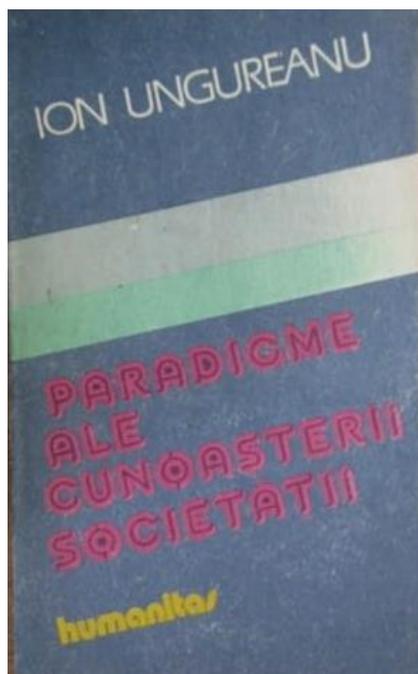
Motto: *I'm not afraid of death, I'm sorry it won't let me write everything I've accrued* (Ion Ungureanu)

Abstract: *This paper aims to review a fundamental book for any sociology student. In "The paradigms of Society knowledge" social scientist Ion Ungureanu organizes in an original manner the "theoretic core of sociology": sociology's main paradigms. He argues that sociology is a multi-paradigmatic science: it does not have an universal paradigm, but several paradigms which are competing for hegemony. The Romanian sociologist establishes the main fields of sociological studies: the constitution, organization, change and evolution of society. Although synthetic, the book is a vast one, and the review will be limited to the presentation of the links between some of the paradigms. Each paradigm has scientific potential, and from this point of view, Ion Ungureanu's work can open entire fields of research in Romanian sociology and beyond.*

Keywords: core of sociology; paradigms; sociological studies fields; Romanian sociology; sociologist model.

Ion Ungureanu was one of the most remarkable Romanian sociologists before 1990. Managing to distinguish himself from ideological influences, he devoted himself to sociology and won the appreciation of his colleagues (see no. 2/1992, "Sociologie Românească" journal). He was a professor of history of sociology at the University of Bucharest. Unfortunately, his life was short, and he failed to elaborate all the ideas he had been acquiring over time through his sociological activity. However, he managed to make remarkable progress in universal and Romanian sociology. Ion Ungureanu contributed to the shaping of a "… new interpretative vision on the genesis of Romanian sociology as science and on the role of exemplary cultural personalities in the affirmation of the sociological perspective in Romanian culture …" (Tanase, 1992: 134). He discovered that this science is multi-paradigmatic. The result of this vision is "The paradigms of society knowledge". The book is part of the foundation for reestablishing the Faculty of Sociology in Bucharest after 1990 (Baltasiu, 2018: 127). The content of the review is similar to that of the book.

1. Book introduction

"The paradigms of society knowledge" aims to clear the scope of sociology and its means giving a new functional regime to the *paradigm*. An impressive number of

theories and authors are analyzed according to their allegiance to a certain statement – "the paradigm", which is pivotal to the analyzed theory/author. This text is extracted by Ion Ungureanu from the scrutinized theory and commented by him, put into context and linked to other theories/paradigms. Though, the concept of *paradigm* has quite a more precise content than Kuhn's meaning of paradigm – an overall pattern of organizing thinking and society (Kuhn, 23, and passim)[44]. Ungureanu's approach is somehow closer to Ritzer's concept of paradigm – "a fundamental image of the subject matter within a science"[45] (Ritzer, 60), but much more tailored for *each* author/approach. If Ritzer identifies four broad determinants of the sociological understanding (macro/micro-social, objective/subjective approach), Ungureanu applies the term paradigm for every synthetic statement which summarizes the discussed theory. That is why for Ungureanu, there is no need to establish "an integrated paradigm" (Ritzer), since sociology is *multiparadigmatic*. Compared to natural sciences (which have a dominant paradigm, physics for example), sociology is multi-paradigmatic: "If the development of sociological science were to follow the same path as physics, for example, we could say that sociology is today only a pre-paradigmatic science because it does not have only a paradigm used as an "example" for defining and resolving all the problems that rise in the study of society." (Ungureanu, 1990: 13). Thus, the book establishes the core of sociology according to this meaning of the paradigm. Ungureanu defines the paradigm in multiple ways. The paradigms "are fundamental statements in the socio-human sciences because, starting with them, many theories, theses, sentences and ideas concerning the lives of people in society have been and are derived." (Ungureanu, 1990: 21). A paradigm is also a denomination for "… the complicated road that a sociological sentence goes through, from the first writing, through various forms of redrafting from the perspective of sociological theories other than the one in which it was originally born, and will be accepted or unaccepted in the end, as a sociological law …" (Ungureanu, 1990: 14). Sociology comprises some dominant paradigms because all are in a race for hegemony: "But sociology is a multi-paradigmatic science because there is no universal paradigm in sociology, there are dominant sociological paradigms at most (more paradigms compete to win hegemony)." (Ungureanu, 1990: 10). The paradigms are organized into

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[44] Ritzer comments on Kuhn'n perspective: "Kuhn sees a science at any given point in time as dominated by a specific paradigm (defined for the moment as a fundamental image of a science's subject matter). Normal science is a period of accumulation of knowledge in which scientists work on, and expand, the reigning paradigm. Inevitably, however, such work spawns anomalies, or things that cannot be explained within the existing paradigm. If these anomalies mount, a crisis stage is reached, which ultimately may end in a revolution during which the reigning paradigm is overthrown and a new one takes place at the center of the science. Thus, a new reigning paradigm is born and the stage is set for the cycle to repeat itself. It is during the period of revolution that great changes in scientific status take place." (Ritzer, 58-59)

[45] "A paradigm is a fundamental image of the subject matter within a science. It serves to define what should be studied, what questions should be asked, how they should be asked, and what rules should be followed in interpreting the answer obtained. A paradigm is the broadest unit of consensus within a science and serves to differentiate one scientific community (or subcommunity) from another. It subsumes, defines, and interrelates the exemplars, theories, and methods and instruments that exist within it. It is important to underscore the point that in my view a paradigm has four basic components: (1) an exemplar, or body of work that stands as a model for those who work within the paradigm; (2) an image of the subject matter; (3) theories; and (4) methods and instruments. Although a number of other components could conceivably be added (e.g. values), these additions would not increase significantly our ability to analyze the basic sociological paradigms." (Ritzer, 60-61)

four main categories: the constitution, organization, change, and evolution of society. Each chapter of the book constitutes a part of a paradigmatic category. "Man in society: Sociality and sociability" is part of the society constitution study issue. "Anatomy of society: Structure" and "Social structures: Classes, stratification and social mobility" are part of the organization category. The category of social change and evolution is included in the chapter of "Evolution of societies".

2. Man in society: sociality and sociability

The building blocks of society's constitution are explained through the concepts of sociality and sociability. "Sociality is the quality of man to be a social being, and the property of society to be established as a form of people's inter-existence …" (Ungureanu, 1990: 2) and sociability is "the ability of a man or a group of people to integrate into society" (Ungureanu, 1990: 23). Each paradigm covers one aspect of sociality or sociability as demonstrated in the next sentences.

Starting with the paradigms of sociobiology, Ungureanu explains why the human is a social being. Sociality is in human genes by natural selection and altruism is a condition for society's existence: "The human population is "genetically" forced to be altruistic and cooperative, because natural selection will facilitate those who help each other and cooperate, and will not facilitate those who refuse cooperation." (Ungureanu, 1990: 27). In the second paradigm ("The residues of sociability ") of Vilfredo Pareto, Ungureanu explains sociability as an effect of social discipline: "Pareto analyses sociability as a residual form of discipline, considering, as well as modern sociobiologists, that the latter is a "natural" trait of the human being, on account of its "herd spirit". Discipline is the manner in which the social actors stimulate, control and elaborate association or by which they repress actions that can undermine the association of individuals." (Ungureanu, 1990: 31). Society has other residues that consolidate the discipline of their members, residues like "the we sentiment", "need for uniformity", "mercy and cruelty", "altruism" and "asceticism". "The principles of social exchange" paradigm argues that sociality exists because of the social interaction through which people give and receive different kinds of services. The fourth paradigm of Emile Durkheim demonstrates that sociality is based on the dynamic/moral density of society. The growth of division of labour, Durkheim argues, may modify sociality. In primitive societies, the people were organized on the basis of their common traits, but in modern societies the difference between humans became the criteria of organization:" … Durkheim sets out the law of the social division of labour as the law of human sociality using the following formula: the more of the collective human type and the rudimentary division of labour exist in a society, the more the rules governing interhuman relations become repressive; conversely, as the collective human type is differentiated and individual types are evolving and the division of labour expands, the rules of interhuman relationships lose their repressive character and take the form of restitution ("compensation" by compensating the victim")." (Durkheim, 1899-1900: 65-80 apud Ungureanu, 1990: 43).

Muzafer Sherif highlights Pareto's idea in the paradigm of "The effect of the social norm": discipline is essential for sociability. In this sense, sociability variates by compliance with the social norm. Ungureanu explains starting from the paradigm "The pyramid of needs and their social derivation principal" (B. Malinowski) that both sociality and sociability are essential pillars for society's survival. The social and

cultural structures are "derivate needs" that satisfy human needs (A. Maslow). However, is it contemporary sociality a servant of human needs? Based on T. Veblen and J. Baudrilard, Ungureanu's answer is negative. In the seventh paradigm, of J. Baudrilard ("The consume of signs"), Ungureanu develops an answer and thus describes negative sociality. In contemporary society, people consume signs instead of satisfying their real needs: "What is meant in the traditional society by satisfying a need, whether elementary or derived, in the consumer society simply becomes the consumption of signs in which the object is no longer valued by its usefulness or by its worth for use, but is arranged in the context of meaning, in what J. Baudrillard calls social logic or sign logic." (Ungureanu, 1990: 58-59).

The eighth paradigm – Merton's "anticipative socialization" paradigm - reveals the correlation between conformity and socialization: conformity to the values of a reference group insures the preadherence of the individual to the social order. Based on Robert K. Merton's theoretical approach, Ungureanu argues that by socialization, individuals become part of different human organization forms (sociality). Alternatively, the efficiency of socialization influences the sociability degree of individuals. The "law of sociability" paradigm (the latter in the chapter) synthesizes the variables of sociability starting from Stefan Odobleja's "cybernetic" thinking called "consonantist psychology". Odobleja's approach is a first in cybernetics – which he founded ten years before Wiener's game theory. Odobleja states that sociability is made of the following factors: psychological consonance, reciprocal compensation, personal differences and specialization, division of labour, personal divergences, competition and mutual rejection, social abuse … (Ungureanu, 1990: 64).

3. Anatomy of society: Structurality

In the introduction section of this chapter, Ungureanu defines the structurality of society. It is like a scheme of society and is "a total of constant relations, relatively unchanged, through which the social life manifests itself" (Ungureanu, 1990: 69). The scientific anatomy of society cannot be possible without the functions of society's structure: stability and predictability. The paradigms of society anatomy are linked, and the author highlights the complementarity between them instead of their differences.

The first paradigm of Structurality is A. Comte's "The law of material force's preponderance" which defines society as a form of condensed social forces: material, moral and intellectual forces: ". . . society is possible because of "social condensation of individual forces", in a word, because of sociality ..." (Ungureanu, 1990: 73-74). The purpose of the social forces' concentration is the survival of society. The intellectual and moral forces are volatile, Comte argues, and to comprehend the anatomy of society the scientist should focus on material forces. Moreover, intellectual, and moral forces are results of the decomposed material force.

The decomposition of material force in intellectual and moral ones led to a typology of social rationality. Intellectual force is characterized by a "technical" spirit, while moral force by an "aesthetic" spirit. Generally, the disjunction of social rationality is one of the modern sociology research subjects. In the second paradigm of this chapter ("The law of Community and the paradox of society"), Ungureanu presents an extension of Comte law. The paradigm's author, F. Tönnies, discovers the typology of social structure: either community or society. A community is based on "organic will"

(which corresponds to "aesthetic" spirit) while society is founded on the "reflexive will" (related to "technical" spirit). The next paradigm is Spencer's "The law of integration and differentiation of society", where the social typology is described by the criteria of differentiation and integration. Vilfredo Pareto introduces the idea of functional relation between society's structural components. In "The cycle of mutual dependency" paradigm (V.Pareto), Ungureanu highlights that every part of society has an important influence on social structure. Comte has assumed that only the material forces influence social structure. Also, Pareto explains that every part of society's structure is in a dependency relationship, all the components can have an important influence on others in a cycle. The next paradigm of T. Parsons argues that between society's structural parts exists an informational exchange with energetic and control dimensions. In the "Law of sociological parallelism", the paradigm of Dimitrie Gusti, Ungureanu strengthens the idea of structural parts' dependency with Gusti's concept of parallelism. Gusti argues that a social unit consists of four frames ("cadre") (cosmic, biological, psychological, and historical) and four activities ("manifestări") (economic, spiritual, political, and judicial). Frames and activities (components of the society's structure) are correlated rather than being in a causality relationship. The paradigms of G. Zapan and P. Andrei extend Gusti's discoveries. The "surface" and "substratum" concepts (P. Andrei) nurture Gusti's theory of actualization of frames by human activities. Also: Andrei highlights that the social process is a differentiating process. Parts of society exist because of a permanent differentiating process.

I. Ungureanu finishes the chapter with Thomas' theorem. Every part of society's structure is a form of people activity's regulation. As long as people define these regulations (components of the social structure) as real, social system will continue to exist: "Furthermore, the historical dimension of the structure of society makes possible its transformation, the "transient" nature of social forms and, in fact, all the structures of society, from the economic ones to the institutional and cultural structures, are under constant construction and reconstruction because they exist objectively only through the practical social work of humans and social groups." (Ungureanu, 1990: 125).

4. Social structures: classes, stratification and social mobility

The third chapter explores the sociological problem of social stratification: what are its components? What are the types of relations between their parts? In chapter two of the book, Ungureanu analyses society parts at a macro-level, following in the third chapter to introduce the reader in a micro-level of social anatomy analyses.

The first paradigm of Max Weber explains how the interaction between classes and social status produce social order. The class is a "group with maximum societal significance" (Ungureanu, 1990: 134) and its contribution to social order is derived from economic activity: "This (class structure) obviously corresponds to the activity and rational relationship "of purpose". As the activity determined by the rationale of the purpose is again similar, even if it is not identified with economic activity, it means that class structures are determined by the economic order of a society." (Ungureanu, 1990: 138). Society is more than economy and Weber demonstrates that the social status also contributes to social order: "The status criterion is, as Weber stated, the privilege or "claim for social consideration" and the privilege arises from a way of life, a type of education or professional prestige." (Ungureanu, 1990: 142). The next

Dahrendorf's paradigm on "The pluralism of social conflict" is an example of using the weberian analyses of social strata. It states that the intensity of class conflict will be weaker as the relationship between authority and economic status is weaker.

After "The pluralism of social conflict" paradigm, Ungureanu begins the discussion about an essential process of social structure: social mobility. Before presenting its principles, typology and laws in the P. Sorokin's paradigm, Ungureanu bring to bear the Eminescu's of a "negative" social selection/mobility progress: "In a social and national environment corrupted by foreign influence and domination, elements that passively adapt, easily and quickly to the corrupt social environment will be promoted in the social hierarchy." (Ungureanu, 1990: 125). Eminescu explains that in a dependent country, the elite will be "selected" by negative criteria (positive ones are knowledge, professional competence ability, faith and work). A country governed by negatively selected elites will be on the underdevelopment path.

Social stratification's domain studies the relation between the component groups of a hierarchical structured society. Using the paradigm of "The Social imitation" (G.Tarde), Ungureanu demonstrates through a theoretical analysis that imitation is an important cultural relation in a stratified society.

In the second half of the 21st century, Western countries raised the question of whether education is an important variable of growth for an individual's vertical mobility: "When transition is made between positions at the same level of the social hierarchy, mobility is horizontal, but when levels are different, we are dealing with vertical mobility, which can be ascending (social climbing) or descending (social sinking)." (Ungureanu, 1990: 163). The paradigm "Paradox of Anderson and the devaluation of diplomas" (R.Boudon) offers an answer: desynchronization between social structures and the increase in education accessibility will produce diploma inflation. The importance of education's role in social mobility persists in contemporary society. In this context, Ungureanu presents the law of social intelligence growth by Spiru Haret. If a society has organic elites (positively selected, according to their valuable contribution to the society) intelligence will grow double geometric: "What is the factor that determines the multiplier effect of smart growth? The maximum intelligence of society, "represented by individuals with superior intelligence who broaden the average intellectual field of society and raise its level ..." (Ungureanu, 1990: 186).

The last paradigm of this chapter is called "The law of the requisite hierarchy" (A. Aulin). It states that hierarchy is fundamental for society survival. The emergence of a radical revolution or reform that overrides the "old" hierarchy will not prevent the creation of a compensating hierarchy because it is a fundamental component of society. Even if is a necessity, a high hierarchy volume can block society, though.

5. Evolution of society

The latter chapter of the book is shorter for the study of social change and revolution is not yet properly matured, wrote Ungureanu. In the chapter's introduction, Ungureanu defines the essential concepts of society's evolution: social and societal evolution, social development, modernization, progress, revolution, and social change.

The first three paradigms are related to a particular structural change: the evolution of society as "progress". In the first paradigm, the one of A. Comte, Ungureanu

states that modernity is different from other historical epoque by increasing rationality in society. Rationality is specific for economic action. From this perspective, capitalism is the cause of the evolution of modern rationality. The emergence of capitalism was explained by M. Weber in the birth of Protestant religion. Protestantism has supported the capitalist spirit of bourgeoisie, explicitly linking *salvation* to work efficiency and capital accumulation. Therefore, M. Weber demonstrates in his paradigm, that the modernization of Occident civilization is an effect of the birth of Protestant religion. In the third paradigm of the chapter, H. Mendras explains how social innovation (e.g., the spirit of capitalism) can spread across society.

The issue of social development was raised by Ungureanu through W.E. Moore, J. H. Steward and E.R. Service paradigms. The first identifies ten evolutionary curves. The second explains their diversity through the principle of multilateralism. Any society has a different evolution path from the others. The principle of phylogenetic discontinuity of progress (E. R. Service) points that every evolutionary path can be a source of social innovation.

The next concept analysed is social development. W. W. Rostow proposes a social model of economic development. The Rostow's take-off paradigm of development clarifies the very moment a society enters the process: when "the economic growth becomes automated" (Ungureanu, 1990: 222). No society is isolated. Therefore, the social development of one society can be influenced by its interaction with another, that is, the development in lagged-behind countries is somewhat different. These ideas were explained through the paradigm of Constantin Gherea and Eugen Lovinescu, who analysed the evolution of modern Romania. Lovinescu's paradigm is about how development is possible by large-scale imitation, the so-called "synchronization theory", while Gherea's "orbiting paradigm" states that modernization in backward countries is compulsory but pushes for more backwardness and superficial institutional development. Modernization is an instrument of social development and control. Ungureanu exposes the positive and negative consequences of this instrument in W. Moore's paradigm.

Structural changes in society can suddenly occur through a revolution. In the paradigm of J. C. Davies, Ungureanu details a principle for the start of a revolution: relative deprivation: revolutions start when a long period of economic growth is suddenly followed by a reversal.

The last paradigm of the book analyses the concept of social change. In the "cultural gap" paradigm (W. F. Ogburn), Ungureanu illustrates the process of change within the components of the company. A social innovation that has emerged in one part of society will be delayed in another part of it. In the latest paradigm of the book: A. Sorokin argues that social change is imminent, and its variations are limited – establishing the "principle of immanence of change": "any system is changing as a result of its functioning" (Ungurenau, 1990: 270).

6. Conclusions

The book should be the Bible for any researcher interested in the theoretical underlying of Sociology. By reading Ion Ungureanu's masterpiece, we have access to the very complexity of the fundamentals of the sociological thinking with fair simplicity, lucidity, clarity and accuracy.

Ion Ungureanu managed to organize all of the theoretical fundamentals in 260 pages. Thus, the book represents the "core" of sociology, and the essence of this science. Compared to other sociology textbooks, Ion Ungureanu does not confine himself to presenting the main sociological trends (functionalism, conflict theory, symbolic interactionism, etc.). He succeeds to give autonomy for every paradigm to a sociological trend and thereby turning every paradigm into a possible new field of study. Additionally, the book brings to the fore the Gustian fundamental idea: society must be studied in interdisciplinarity. Sociology integrates other social sciences because only in this way it can study society-as-a-whole. Some sociological paradigms derive from scientific domains such as economics, psychology, or sociobiology.

Sociology is in constant change for there are constant internal competitions and struggles between various paradigms. Ungureanu demonstrates that there is no universal sociological paradigm, but only a multiparadigmatic perspective. From this point of view, each paradigm is valid and has potential for development, as long as it is theoretically sound. The theoretical masterpiece of the Romanian sociologist is becoming an act of national conscience, too. He shows that sociology in Romania can excel by developing its own inherited paradigms, such as those of Mihai Eminescu ("The negative social selection") or Constantin Dobrogeanu-Gherea ("Law of the social orbiting"), Odobleja's consonantism or Gusti's parallelism paradigm.

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