

SUMMARY

EMPLOYMENT OF LABOUR RESOURCES IN ROMANIA. COORDINATES OF AN EFFICIENT EMPLOYMENT STRATEGY

The habilitation thesis represents a synthesis of the main scientific results obtained after the completion of Ph.D research internship.

The first part of habilitation thesis contains the research directions on which I focused after the completion of Ph.D degree, since 2006, when I obtained the scientific title of doctor in economy. My research continued with the realization of postdoctoral studies during 2010-2013, through the programme "Performance and excellence in postdoctoral research in the field of economic sciences in Romania" - POSDRU/89/1.5/S/59184. Thus, the habilitation thesis is based on the results of postdoctoral research and the studies completed and disseminated by publication in different specialized journals or presentations at different national and international conferences during the period 2006-2016.

My preoccupations in the field of economic research targeted the features of labour market and employment in view of identifying strategic coordinates which support the increase of *efficiency of employment in Romania*, based on objectives such as: training of workforce in agreement with the labour market requirements, in the conditions of a sustainable economy; analysis of current stage of labour resources occupation in Romania; comparisons in the European Union Area regarding the employment and efficiency of labour resources allocation; experience of developed countries in the field of employment; identification of strategic coordinates of employment, taking into account the demographic factors, migration, educational factors. The strategic coordinates are approached in the context of global world having in view the perspective and current problems of labour market.

The thematic directions of research for habilitation thesis are structured in four chapters. It starts from the analysis of work and workforce training in historical level, then continues with the highlight of experiences of developed countries in the field of employment by occupational models, then I present the situation of Romania from the employment and work efficiency point of view compared to developed countries. In the end I approached the main coordinates necessary for the elaboration of the employment strategy of Romania.

Chapter 1 presents the evolution of professions and their typology. In relation to the presentation of appearance, diversification and typology of professions I have captured the requirements of workforce qualification in contemporaneity. Thus, I have analysed both the qualification of workforce compared to the requirements of knowledge economy, but also in the sustainable development context. I have also presented the situation of green jobs, as support of sustainable development. These aspects are important for the realization of a sustainable employment strategy which takes into account the present requirements and the trends recorded in the field of qualification and training of workforce, so that the strategy is the result of interaction between what is demanded on work market and what is offered by the educational system.

Chapter 2 presents the experience of developed countries in employment, starting from the type of occupational pattern to which they belong, but taking into account the context of current economic financial crisis. As main effect of crisis on labour market, I analyse the unemployment of youth and the measures adopted

at European Union level. I have highlighted the main occupational patterns that exist in European Union and are presented through specific employment indicators such as: employment protection index, generosity of unemployment benefit, the public expenditure with the work market policies, the fiscal burden. The research continues with the realization of three case studies on the pattern of Sweden, Great Britain and Spain. Sweden and Great Britain are strongly developed countries, with good economic results, both in employment and other fields. Their experience regarding the policies for overcoming the current crisis is known and can be useful for other economies, even if these countries have cultural, historical and economic particularities. It is an illusion to believe that a country can copy the success formula of another country, but the learning from the experience of another country is indispensable in the realization of an efficient mix of economic policies for improvement of economic and social results. On the other hand, the experience of Spain can be useful from the point of view of negative results it recorded in employment, being one of the countries with the highest general unemployment level and unemployment of youth in European Union. Practically these experiences can be useful for the elaboration of an employment strategy, by identification of strengths and weaknesses which manifested in the measures, policies and strategies adopted by these states.

In the *third chapter* I presented the situation of employment and work efficiency in Romania in the current economic context and in relation to other countries from European Union. I have highlighted the specific indicators of employment and labour efficiency such as: employment rate, unemployment rate, occupational structures, gross added value, working hour cost, minimum wages and work productivity. I have placed a great emphasis on the analysis of employment and work efficiency in Romanian agriculture, field which stands out by certain particularities, but also by the quality of potential development field. In this respect, I have analysed to what extent the Romanian farms can increase their sustainability and competitiveness by green (organic) farming.

In the fourth chapter I have highlighted the main coordinates for elaboration of an efficient employment strategy for Romania. The employment strategy aims at a range of long-term elaborated measures to intervene on labour market for the purpose of stimulating the creation of jobs, the improvement of adjustment of work resources to the economy's needs, the assurance of a fluidity and efficient flexibility on labour market, to diminish the imbalances and dysfunctions.

The success of an employment strategy depends on the long-term measures which aim at qualification and training of workforce, economic context, migration and the realization of an agreement between the measures adopted by strategies and macroeconomic policies. An important role is played by the measures that were successfully applied by developed countries across time and the strategic landmarks offered by European legislation.

The second part of habilitation thesis includes the plan for evolution and development of professional career, structured according to teaching activity, research activity and the harmonization of the two activities. Each of the two sides of university career, the teaching and the research, is analysed in a complex manner, starting from my own scientific achievements and getting to the directions, paths to follow, based on the general and specific objectives, which aim at increasing the academic performance.