

BUCHAREST UNIVERSITY OF ECONOMIC STUDIES

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DOCTORAL THESIS

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Title of the doctoral thesis:

**HUMAN CAPITAL AND THE LABOUR MARKET
DEVELOPMENT IN THE CONTEXT OF THE 4th INDUSTRIAL
REVOLUTION: PUBLIC INSTITUTIONS PERSPECTIVE**

**CAPITALUL UMAN ȘI DEZVOLTAREA PIEȚEI MUNCII ÎN
CONTEXTUL CELEI DE-A PATRA REVOLUȚII INDUSTRIALE:
PERSPECTIVA INSTITUȚIILOR PUBLICE**

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Human Capital and the Labour Market development in the context of the 4th Industrial Revolution: Public institutions perspective

Key words: Industrial Revolution; Human Capital; Labor Market; Public Institutions; Emerging Technologies.

SUMMARY

The Industrial Revolution has consistently acted as a global catalyst, bringing about profound social transformations. This evolution, continuously driven by technological progress, has represented a fundamental force influencing multiple sectors of society, with significant effects on human capital development and labor market dynamics, particularly in the context of the 4th Industrial Revolution. Drawing on an extensive body of specialized literature, including academic studies and institutional reports, this thesis explores the perspective of Romanian public institutions regarding the development of human capital and the labor market within the broader European context, under the influence of emerging technologies. The research examines the global implications of the 4th Industrial Revolution on labor market dynamics, employing qualitative analyses to offer a well-grounded institutional perspective. The findings indicate that institutions play a crucial role in adapting the labor market to ongoing changes, which are increasingly interconnected with global processes. The results underscore the essential role of human capital in institutional development, emphasizing the need for public policies to be soundly designed and strategically directed toward synergistic targets capable of supporting Romania's digital transformation and enhancing both social and economic progress. The study also highlights the importance of international institutional collaboration, which emerges as a key factor with long-term impact on national development strategies.